

Law Enforcement News

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Through a glass, darkly:

Nationwide effort against police abuse planned

By Jacob R. Clark

The black Hawthorne, Calif., police sergeant whose violent confrontation with Long Beach police officers in a January sting operation was videotaped and nationally televised, says he will "export [his] activities nationwide" to continue his campaign against police brutality and racism.

"I certainly have some cities in mind, some states in mind," Don Jackson told LEN in a recent interview. "I'm going to be consulting with various civil rights leaders as to which are the worst areas and I'm going to set these things up anywhere and everywhere I can."

The 30-year-old Jackson faces trial March 15 on charges of interfering with an arrest and challenging a police officer in connection with his Jan. 14 sting operation that turned into a violent, vulgar confrontation with Officers Mark Dickey and Mark Ramsey.

Face First through Window
The incident, secretly videotaped by a KNBC-TV news crew

helping Jackson expose alleged police brutality, culminated in Dickey pushing Jackson face-first through a plate-glass window. Miraculously, Jackson escaped serious injury, but said he does experience "some major pain in my back because I was beaten on the hood of the police car," and sustained other minor injuries in a scuffle with Dickey after he was pushed.

The incident is being investigated by the Long Beach City Prosecutor's Office, and the Federal Bureau of Investigation is conducting its own probe to determine whether Jackson's civil rights were violated. The internal affairs unit of the Long Beach Police Department is also conducting an investigation.

Jackson told LEN he will plead not guilty to the charges and his attorneys will file motions to have the case against him dismissed at a pretrial hearing March 1. He also plans to file suit against Dickey and said he would give any money he might receive from a judgment to civil rights organizations, as well as demand that Dickey be forced to perform



Hawthorne, Calif., police Sgt. Don Jackson (l.) and state correction officer Jeffrey Hill talk with reporters Jan. 15 in Long Beach after their self-styled sting operation to investigate alleged police racism. Jackson was seen on a secret videotape being pushed through a storefront window after being stopped by police.

Wide World Photo

some type of community service. He will also press for the implementation of "race relations and cultural awareness training for all the officers" in the Long Beach Police Department.

Sting Arises from Complaints

Jackson's self-styled sting operation arose from "numerous complaints" from the National Association for the Advancement of Colored People, the American Civil Liberties Union and private citizens regarding alleged instances of police brutality and racism.

"I had white officers inside the [Long Beach] department that told me what was going on," he said.

Jackson teamed up with associates from the Police Misconduct Lawyers Referral Service, a Los Angeles-based group that monitors alleged police abuses, and decided to try to document charges of brutality against both white and black citizens by officers in Long Beach. Jackson serves on the board of directors of the group, which says it received 200 complaints a month of abuses by Southern California officers during 1988 — compared to 100 complaints monthly in 1987.

"I didn't expect to be abused that night. I expected to go to jail, because I knew the reputation of the officers in the area and I understood that the area was such that the officers were lying in wait for blacks to pass through and pulling them over illegally," Jackson said.

"The program is obviously very popular," Butler said. "The problem is...that STRESS has especially bad connotations here."

The STRESS program (for Stop

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Detroit minister eyes revival of STRESS unit

A prominent Detroit minister says there is overwhelming public support for reviving a modified version of a controversial undercover decoy unit that operated in the city in the early 1970's but was later scrapped by Mayor Coleman A. Young after a series of police shootings in which the majority of the victims were black.

Rev. Keith Butler, pastor of Detroit's Word of Faith Christian Center and president of the Economic Enterprise Foundation, says his allies are now gathering 10,000 signatures expressing support for Operation Protect, a plan to flood Detroit streets with more undercover police to fight rising crime.

Butler plans to present the signatures — about 6,000 of which have been gathered so far — to Young at a press conference and then "carry on the debate from there."

He says he is also talking with officials of the Detroit Police Officers Association to win their support for his anticrime proposal.

"I've had some discussion with the Chamber of Commerce that if DPOA will come out [in favor of

Operation Protect], the Chamber may follow suit," Butler told LEN.

Butler says field commanders and street officers have voiced support for his proposals, including his call for putting 1,000 more officers on patrol, and converting abandoned buildings into jails.

The petition drive began shortly after the results of a Market Opinion Research Poll conducted in early January showed that 81 percent of the 300 registered voters surveyed agreed that the Detroit Police Department should use more undercover operations to fight crime. Among blacks, 77 percent favored using more undercover police, while 13 percent feared racism and 10 percent were undecided. Overall, 10 percent thought such a program might discriminate against blacks, with 9 percent undecided. The survey had an error margin of plus or minus 5.7 percent.

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state corrections officer Jeffrey Hill, a KNBC van, and a third observation vehicle driven by an ex-officer with the referral service's coordinator. David Lynn, as passenger — was put together, all of the vehicles equipped with videotape equipment. It was proceeding along the Pacific Coast Highway when the car bearing Jackson was trailed by a patrol car for nearly a mile and then pulled over.

Weaving or Not?

"The officer later indicated that I was stopped because we were weaving," Jackson said. "We never weaved; we never changed lanes. We were following every traffic law and yet they stopped us anyway."

The nationally televised videotape shows that Jackson's car never straddled lanes. It shows Dickey using profanity with Jackson, who at first refused an order to raise his hands above his head. When he finally did so, the officer rammed Jackson's head through a storefront window. Dickey reportedly needed six stitches to close a gash in his hand.

"But I had no injuries on my face at all. And I went head first right through the glass. He actually pulled me back and shoved me forward right through the glass," Jackson said.

Jackson said Dickey also "drove his knee into my back and did a few other things — took me over to the police car and bashed my head into the hood three times, took my fingers and bent them back up to the middle of my wrist, and took me to the back of the police car and began kicking

me and bashing my head into the trunk."

Lynn, who did not witness the pushing incident, said he rushed out of his vehicle to let the officers know they were being videotaped because "we figured the police were not going to let up on him."

\$10,000 Bail Voided

He added that a number of patrol cars responded to the scene and Jackson was taken to the city jail and charged with felony assault against a police officer. Bail was set at \$10,000, then reduced to \$250. Jackson was released on his own recognizance about six hours later, Lynn said.

The Long Beach Police Department initially denied any wrongdoing by its officers and Police Chief Lawrence Binkley told LEN he could not comment on the charges because of pending litigation.

The Long Beach incident was not the first time Jackson had conducted a private sting operation resulting in his arrest. Last February, as Los Angeles police were embarking on a massive street sweep of suspected gang members, Jackson sought to expose police harassment of

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To Our Readers:

The law enforcement field was a beehive of activity while we were preparing our Year-In-Review issue last month. To bring readers up to date on those activities, this issue includes a special two-page Around The Nation section, on pages 2 and 3.

Around the Nation

Northeast

DELAWARE — A bill was introduced in the State Senate on Jan. 26 to bring back public flogging as a punishment for people convicted of drug dealing. The bill mandates a public whipping of up to 40 lashes "well laid on" for trafficking in hard drugs. Multiple offenses could bring up to 60 lashes, and judges would have the discretion to eliminate or reduce the number of lashes for women, juveniles or first offenders.

DISTRICT OF COLUMBIA — Police last month announced a stepped-up effort to safeguard taxi drivers after seven attacks on cabbies in eight days. Officials will meet monthly with the drivers' union and give the drivers mapping information on crime-prone areas, composites of suspects and other information on crime trends.

Following a year in which a record 372 homicides were committed in the district, a study by the University of the District of Columbia has estimated that 600 homicides are possible in 1989. Forty-five persons were murdered in January, topping the one-month record of 43 set last November.

MAINE — Portland Police Chief Michael Chitwood is planning a state Supreme Court challenge to the state's concealed-weapons law. Chitwood said the law is vague and does not allow for a thorough background check of the applicant.

MARYLAND — Gov. William Donald Schaefer has named eight of the nine members of the Handgun Roster Board, which will have until July 1 to compile a list of handguns that may be sold and manufactured in the state. The board will be chaired by Col. Elmer H. Tippett, Superintendent of the Maryland State Police. The other members are: John P. Keery Jr., a former Montgomery County police officer and an NRA firearms instructor; Police Chief Cornelius J. Behan of the Baltimore County Police Department; Logan C. Widdowson, the state's attorney for Somerset County; Matthew C. Fenton IV, who represents Marylanders Against Handgun Abuse; and Joan K. Jackson, Michael J. Moore, and Simon Atlas, who were named to the three citizens spots on the board. One seat on the board is required to go to a gun manufacturer but was left vacant because the Beretta U.S.A. Corp. in Prince George's County did not want to send a representative, and the Schaefer administration has been unable to find another gun maker in the state that would qualify.

Drug-trafficking arrests on state highways were up by 51 percent last year over 1987, according to State Police statistics. Police arrested 2,100 persons on drug charges, and seized a record \$179,810 in cash, 95 vehicles, 137 weapons, 20 pounds of cocaine, 130 pounds of marijuana and 16 pounds of PCP.

NEW JERSEY — Preliminary data from the first year of the state's Bias Incident Reporting System indicates that there were 502 racial incidents in the state from January through October of last year. A full report is due out later this month.

NEW YORK — Crimes in the New York City subway system rose by 10 percent last year over 1987, led by a 21-percent increase in robberies. All major-crime categories relevant to the transit system increased in 1988. Most of the crimes occurred between noon and 8 P.M., according to Police Chief Vincent Del Castillo.

The use of Mace and electronic darts by New York City police has risen sharply since the nonlethal weapons were widely deployed 15 months ago, police officials said Feb. 6. The use of the chemical irritant Mace more than quadrupled, while use of the hand-held Taser stun guns was up by 162 percent.

The number of fires in New York City rose by 7,000 last year compared to 1987, and officials are blaming most of the increase on careless crack users. "This is becoming a serious problem," said Fire Chief Homer Bishop. "People are going into unoccupied buildings and using candles to heat up drugs. They drop the candles and the buildings go up in smoke."

Civilian complaints against transit police officers dropped 26 percent in 1988 to their lowest level in at least four years, transit officials said last month. A total of 445 complaints were filed last year, compared to 609 in 1987. Officials attributed the decrease to a mandatory sensitivity training program for police, a change in transit police philosophy that stresses problem-solving on the beat, and an increase in the experience of officers.

New York Mayor Edward I. Koch has unveiled a plan to create a new police academy on part of a 40-acre, city-owned site in the beleaguered South Bronx. The site, currently a mix of garbage-filled lots and dilapidated, burned-out buildings, would also include 3,000 housing units and six new parks. The new academy would replace the existing 25-year-old facility that occupies a piece of choice real estate in midtown Manhattan. That site would be sold to help pay for the new building.

PENNSYLVANIA — Attorney General Ernest Prete Jr. has

named Robert Hurst, a former president of the Philadelphia Fraternal Order of Police, to head a state antidrug bureau.

RHODE ISLAND — The East Providence City Council is looking into the police union's allegations of misconduct by Police Chief Anthony DeCastro. However, the council rejected the union's request that DeCastro be fired.

VERMONT — Nine people were arrested on cocaine-related charges Feb. 2 after officials said they dismantled the state's largest cocaine ring. The dealers reportedly moved \$2 million in cocaine into the state each month.

FLORIDA — Domestic marijuana cultivation rang up \$50.4 million in business in the state last year, according to a report from the Florida Department of Law Enforcement. In 1988, the report said, law enforcement efforts led to the eradication of 134,794 marijuana plants and the arrest of 358 persons statewide.

Following the Jan. 24 execution of the notorious serial killer Ted Bundy, Florida officials have filed suit to force Bundy's lawyer to turn over the killer's handwritten notes that officials in Western states believe may hold the key to unsolved murders. The suit, filed Feb. 1 in Sarasota, seeks the return of notes Bundy wrote when he was interviewed by officials from Washington and Colorado just days before his execution. The notes were turned over by the state Department of Corrections to Diane Weiner, an attorney designated in Bundy's will as his personal representative.

GEORGIA — Atlanta police officer Layne Cook, 36, was shot and killed Jan. 27 while trying to make an arrest during a domestic dispute. Jimmy Fludd, a man with two prior manslaughter convictions, has been charged with the officer's murder.

LOUISIANA — Murders were committed at a record pace in New Orleans through the first few weeks of 1989, with more people slain through Jan. 18 — 17 in all — than in the entire month of January 1988. Police Supt. Warren Woodfork said it is too early to forecast a record-breaking year for murder. He added, however, that the majority of murders in New Orleans are now drug-related.

Jefferson Parish sheriff's Lieut. Curtis Denton was shot to death Jan. 25 while looking for car thieves at his apartment building. Officials say he confronted two suspects just before the shooting.

Former Lafourche Parish Sheriff Bobby Tardo has been charged with paying three men — including two former police officers — to kill his successor, Sheriff Duffy Breaux. Breaux was seriously injured Dec. 15 when a bomb exploded in the parking lot of the Thibodaux Civic Center. Investigators say the bomb was planted in a bag near Breaux's car and detonated by remote control. Breaux defeated Tardo twice in campaigns for sheriff.

VIRGINIA — Officials in the Tidewater area are considering a plan to build a 2,000-inmate regional jail to relieve crowding at existing facilities. The jail, which would cost an estimated \$112 million, could open by 1993 if all goes according to plan. The state General Assembly is currently considering legislation that would allow the state to finance half the construction cost of a regional jail.

ILLINOIS — The Fraternal Order of Police scored a resounding victory last month to remain the official bargaining agent for Chicago police officers. Three labor groups sought to replace the FOP — the official Chicago police union since 1980 — but the FOP overcame vigorous opposition to roll up 81 percent of the 8,266 uncontested ballots.

Serious crime in Chicago rose by 6 percent in 1988 compared to the year before, police officials said Jan. 18. The overall increase was led by auto theft, up 13 percent, and larceny-theft, up 8 percent. Homicides and robberies were down, by 4 percent and 3 percent, respectively. The 660 homicides last year represented the lowest murder rate in two decades, police said.

MICHIGAN — Township officials in West Bloomfield are considering a local ordinance that would force drunken drivers to pay the expenses of police and rescue workers in connection with their arrests.

Two Detroit City Council members who were prime backers of an unsuccessful attempt to freeze new handgun registrations in the city last year have unveiled a new ordinance that would require handgun owners to take a minimum four-hour course from city police on weapons safety, storage and law. The plan, drafted by Council members John Peoples and Maryann Mahaffey, also calls for owners to reregister their firearms every three years. Mayor Coleman Young, who has said he opposes anti-gun ordinances in Detroit as long as guns are legal elsewhere in

Michigan and the nation, said he would evaluate the new proposal after it is introduced.

The union for Wayne County sheriff's deputies filed suit Feb. 1 to halt a new drug-testing program, saying that the union was never consulted in the development of the program. Don Cox, president of the deputies' union, said his organization proposed a drug-testing plan last July but department officials never responded to it.

OHIO — Reacting to the deaths of seven people in three separate police pursuits, State Senator Eugene Watts has introduced legislation to make willfully fleeing the police a fourth-degree felony punishable by up to five years in prison. One of Watts' colleagues, Senator Michael White, endorsed the tougher penalties, but said police should be required to adopt written policies governing chases. "Yes, we want to have the penalties that speak to people fleeing the police," White said. "At the same time we need to say to the police that this is a dangerous activity."

Donald Harvey, a former nur. s aide who was imprisoned after admitting that he had killed 37 people in Ohio and Kentucky, now says he remembers killing seven other people. Hamilton County Prosecutor Arthur Ney Jr., who reached the 1987 plea agreement with Harvey that will keep the serial killer behind bars for at least 60 years, went to the Southern Ohio Correctional Facility in Lucasville Jan. 20 to interview Harvey and determine if his newest claims are true.

Auto thefts in Cleveland dropped to their lowest level in 22 years in 1988, Safety Director Mitchell Brown announced Jan. 17. Brown said 9,975 cars were stolen in the city last year, a figure he called "remarkably low." The last time the auto-theft total was under 10,000 was in 1966, when 7,132 cars were stolen. Brown attributed the decline to several factors, including specialized "sting" operations, Crime Stoppers and other citizen-based programs, and the growing number of antitheft alarms installed in cars.

A \$300-million libel suit against Columbus city officials was dismissed Feb. 8 after Police Chief Dwight D. Joseph apologized for a 1983 news release that accused a nightclub owner of being a "major organized crime figure." The plaintiff, Donald A. Wheeler, who now lives in Borden, Ind., says he has divested himself of any interest in central Ohio nightclubs. He was the target of a 10-year police investigation for alleged involvement in a variety of criminal activities. He was subsequently charged with conspiracy to evade Federal taxes, a charge to which he pleaded guilty in November.

Around the Nation

1986. He was sentenced to three years probation and a \$5,000 fine.

WEST VIRGINIA — Faced with the threat of a lawsuit by the local NAACP, Morgantown officials say the city has gone beyond state requirements in seeking black police recruits for the currently all-white force. But despite a campaign that includes ads placed in mostly black newspapers, officials say, blacks simply aren't applying for police jobs.

Cabell County Sheriff Ottie Adkins has said "Oh no you won't" to inmates who want to say "I do," placing a ban on jailhouse weddings. Adkins said a jail is not a "proper place to start matrimony."

Plains States

IOWA — The Iowa City Police Department had to dig a little deeper into its already-stretched budget late last month, after the arrest of 155 anti-abortion protesters at the University of Iowa resulted in \$3,000 in overtime and transportation costs for the Police Department.

KANSAS — Floyd Powell became the first black to head the Wichita Police Department when he was named interim police chief on Jan. 19. Deputy Chief Kerry Crisp resigned from the interim post.

MINNESOTA — Drunken-driving arrests of 19- and 20-year-olds have dropped sharply since the state began phasing in the 21-year-old minimum drinking age two years, according to statistics from the Minnesota Bureau of Criminal Apprehension. At the same time, the agency said, the number of young people killed while driving drunk has also decreased.

Minneapolis Police Sgt. David Niebur, whose appointment last year as head of the Police Department's internal affairs unit sparked protests from the city's black and Native American communities, has been quietly reassigned to a job in the support services division, where he now handles records, transcriptions, and criminal histories and analyses. Sgt. Roger Willow was named to replace Niebur at internal affairs shortly after the Jan. 2 swearing-in of Police Chief John Laux. Niebur's appointment had drawn the ire of the city's minority community when it was learned that he had been the subject of 42 investigations by internal affairs on such charges as brutality, harassment and assault. Many of the charges were made by minorities, and nearly all were dropped for lack of evidence.

Bills to allow six-member juries in non-felony criminal cases were

introduced in the state House and Senate last month. Voters recently approved an amendment to the state constitution creating the smaller juries.

MONTANA — Whitefish Police Chief Dave Dolson, citing a growing drug problem in the town, is seeking official approval to boost the police force from seven officers to nine. According to Dolson, the FBI and DEA say Whitefish is becoming the narcotics capital of northwest Montana.

NEBRASKA — Fremont Police Chief Francis Hurt, 61, last month announced that he will retire March 6 after 32 years of policing. Said Hurt: "I've decided to take off my badge, hang up my gun and reach for my favorite fishing pole."

SOUTH DAKOTA — Arrests for underage drinking have increased in Rapid City since the state's legal drinking age was raised to 21, police say. During the second half of 1988, police recorded 140 such arrests, compared to 127 during the same period in 1987.

Southwest

ARIZONA — The U.S. Border Patrol in Tucson has added a \$500,000 French-made helicopter to its array of tools for stemming the flow of drugs and illegal aliens into the state. The new chopper carries six people and has a 400-mile range.

State health officials say a "sex-for-drugs" trend among crack cocaine users is sparking a surge of venereal disease. In 1987 — the latest year for which complete statistics are available — health officials say gonorrhea was the state's second most common infectious disease.

A Phoenix police helicopter being used to chase a wounded dog that had threatened an off-duty officer hit a chain-link fence and crashed Jan. 18. A police spokesman said neither of the two officers aboard the helicopter was hurt in the crash, but the craft sustained \$30,000 to \$50,000 in damages when it fell about six feet to the ground. The dog, a Rottweiler weighing more than 100 pounds, was subsequently destroyed by Maricopa County animal control officers.

COLORADO — Teller County sheriff's deputies Don Vogel and Danny Henderson were fired last month after they admitted stealing a telephone, a television, cameras, a tape recorder and other items from crime scenes.

An Arapahoe County judge has set a March 23 trial date for Carl

Whiteside, director of the Colorado Bureau of Investigation, on charges of drunken driving and speeding.

OKLAHOMA — Oklahoma City officials, seeking to curb the problem of Los Angeles-based gangs bringing drugs into the state, have called on the state to enact tougher truancy laws, and to make it a felony for adults to use juveniles in the commission of crimes.

Ex-Cyril Police Chief Don Lovelady, who resigned last year while under investigation for embezzlement, was given a five-year suspended sentence last month after agreeing to make restitution. Lovelady was charged with taking \$292 in bail money from the city.

The state House of Representatives has approved resolutions for the Corrections Department to institute a program aimed at curing convicted sex offenders of deviant sexual urges. The program would include mild electrical shocks, ammonia vapor aversion therapy, and group counseling.

TEXAS — Gary W. Sykes took over as Director of the Southwestern Law Enforcement Institute on Feb. 1. Sykes, who holds a doctorate from Pennsylvania State University, has served as a police officer in Wisconsin and as a tenured professor at the University of Louisville.

The Houston City Council has approved the Police Department's acceptance of two state grants for a targeted repeat-offender program and a suspect surveillance and identification program. The two grants total more than \$620,000, and require the city to provide \$21,569 in matching funds.

Two Dallas teenagers were charged with murder Jan. 16 in connection with a car chase that led to the deaths of two police officers. Officers Lisa Sandel, 26, and Mark Fleming, 24, were chasing the unidentified youths Jan. 13 when their police cruiser went out of control on a rain-slick street and slammed into the rear of a pickup truck.

The Austin chapter of the NAACP last month accused the Texas Department of Public Safety of using a "good ol' boy" system to discriminate against blacks and other minority employees of the agency. The president of the chapter said a formal complaint will be filed with the U.S. Equal Employment Opportunity Commission on behalf of 30 black troopers and civilian employees.

Two former City of Alice police officers were arraigned Feb. 1 on Federal conspiracy charges involving 200 pounds of marijuana. The two were remanded to the

Webb County Jail in lieu of \$50,000 bond each.

The Dallas Police Department has set up a task force of 20 officers and supervisors to study the city's escalating gang problem. The task force, culled from the Police Department's intelligence, narcotics, youth, crimes against persons, vice, property crimes and central patrol divisions, will meet weekly to compare notes on gang-related activity. The group is charged with evaluating gang activity and recommending levels of police response. The officers will focus on youth gangs, Skinheads, outlaw motorcycle bands, and various criminal gangs composed of Asians, Cubans, Mexicans and Jamaicans.

U.S. marshals have seized control of a 29-unit apartment complex in Dallas following charges that drug dealers were allowed to operate at the Deauville Inn after paying rent premiums to building management.

UTAH — The state Supreme Court last month overturned a sex-solicitation ordinance in Provo, saying the law was so sweeping it would outlaw bawdy talk between a husband and wife while strolling in a park or other public place.

Far West

CALIFORNIA — Los Angeles City Councilman Zev Yaroslavsky has introduced a \$408-million plan to boost the city's police force to 10,000 officers by 1993. Under Yaroslavsky's plan, the Police Department, which is due to hit a record 7,900 officers in July, would be increased by 525 officers per year through 1993. The proposal quickly won the support of Police Chief Daryl F. Gates, who said the manpower increase would mean that "people will really believe they can get the police there when they need them. We will have crime going down."

Citing a Jan. 20 shooting incident that claimed the lives of Officers Gordon Silva, 39, and Gene Simpson, 45, San Jose Police Chief Joseph D. McNamara has ordered all of his officers to begin wearing body armor on duty. Silva and Simpson were killed while responding to a disturbance call — with Silva reportedly cut down accidentally by fellow officers when he got caught in a shotgun crossfire.

The San Francisco Police Commission last month ordered the Police Department to draft new crowd-control policies that will emphasize the protection of demonstrators' safety and civil rights.

San Bernardino Mayor Evelyn Wilcox has requested an FBI investigation of a January incident in which a group known as the "Aryan Police Officers Association" placed racist letters in the lockers of two black officers. The association reportedly threatened to harm the officers and their families if they took an exam for promotion to corporal.

The Los Angeles Police Commission last month approved the 16-shot, 9mm. Beretta semiautomatic pistol as the primary service weapon for police officers. The approval followed a two-year pilot program in which officers were allowed to purchase and use Beretta 9mm. pistols instead of the standard six-shot, .38-caliber Smith & Wesson revolvers issued by the department. More than 4,600 of the department's 7,900 officers reportedly switched weapons during the pilot program. The plan approved by the Police Commission authorizes the department to issue the Berettas to new recruits. Veteran officers may use the 9mm. pistol, but will be required to buy their own.

Gov. George Deukmejian has submitted to the Legislature a plan that would put another 7,000 of the state's 76,000 prison inmates to work. If approved by the Legislature, the proposed constitutional amendment would appear on the 1990 ballot.

HAWAII — Police said last month that 14 youth gangs have formed on the Big Island of Hawaii, some with ties to gangs on Oahu. An estimated 33 gangs operate on Oahu, with some 600 members.

Correctional officials say the state's prison population will continue to rise by 4 percent per year through 1995, to a total of 2,650 inmates. The state's prisons, which held 600 inmates in 1975, now hold 2,190.

NEVADA — A State Assembly committee has given preliminary approval to a bill that would permit police to fingerprint teenagers 14 years old and up when arrested for a crime considered a felony if committed by an adult. The bill would allow police to keep the fingerprints on file even if the youth is acquitted.

A Nye County grand jury has opened an investigation into charges of corruption in the county Sheriff's Department. Supporters of Sheriff Harold Davis recently led an unsuccessful effort to recall District Attorney Philip Dunleavy, who is leading the corruption probe.

Thirty high school students in Fernley last month chose to undergo drug abuse counseling rather than take their chances in juvenile court, after an investigation by a Lyon County deputy sheriff, who posed as a student, found 19 students using or selling drugs at school.

People and Places

Ex-cop has lots of puck

To hockey fans, a "policeman" or "enforcer" is the often big, always tough player who protects smaller or meeker teammates and keeps a watchful eye on opponents, dispensing discipline as needed with a stick in the ribs or a glove in the face.

For members of the Montreal Canadiens hockey team, the "policeman" is also the coach. That's because Pat Burns, a former Gatineau, Quebec, detective, is now coaching the team — and instilling a bit of police-style discipline as well.

Burns was a cop for 16 years in Gatineau, which sits just across the Ottawa River from the national capital of Ottawa. "I did all the basics," he told the New York Times. "I went undercover. I worked all the branches. Homicide. Drugs. Fraud. I did it."

Burns was a good cop, getting high marks from his superiors. So how did he wind up as coach of the winningest team in National Hockey League history, a team acknowledged to exemplify most standards of excellence in the sport?

He did so like any good cop — by moving up through the ranks. While still on the force, Burns coached youth hockey teams, then moved up to the Junior A amateur ranks in 1983. He became a minor league professional coach in 1987 and his skills led him to his current position with the Canadiens last summer, replacing Jean Perron, who now coaches the Quebec Nordiques.

One veteran player who often clashed with Perron, defenseman Larry Robinson, says he admires Burns's style. "Pat gives the players a little bit more freedom and he doesn't treat us like a bunch of schoolchildren," Robinson told the Times. "He has brought a lot of discipline to the club, something that was lacking in previous years."

As a former cop, Burns knows the value of observation, and he often sits in the back of airplanes to keep an eye on team behavior during flights. He does so because he "didn't like a couple things that were going on early in the season. I didn't like the card games with the big money pots,

Hispanic police officers in New York City are furious over remarks made by Police Commissioner Benjamin Ward which they feel were racist and offensive, and they have called on Mayor Edward I. Koch to dump Ward or face a loss of Latino support at the polls in this fall's mayoral election.

Ironically, Ward made the infuriating remarks at a Jan. 31 meeting aimed at mending relations with his Hispanic officers, who were put off by an earlier remark he made in November. In that incident, Ward offended many Hispanic leaders at an invitation-only event when he said that undercover narcotics teams were poised to enter some of the city's predominantly Latino neighborhoods to cut down on drug trafficking.

"Tell your relatives to be careful where they buy drugs; we don't want to confiscate their cars," Ward told them.

The January meeting at police headquarters, attended by about 100 people, was called by Ward in an attempt to undo damage caused by the earlier remark. Instead, the commissioner ended up finding room in his mouth for another foot.

Asked by a South Bronx clergyman why he had not appointed more Hispanics to policy-making positions in the department, Ward defended his record, and said he had received no credit for appointing Hispanics to two commissioner-level posts since

stuff like that. Guys having a couple beers before a game, stuff you don't want to see."

Burns's law enforcement background may also have helped him to develop skills in coping with on-the-job stress — skills that can only help in the tempestuous world of professional hockey. In Montreal, where the Canadiens are worshiped as demi-gods of sport, and irate fans rioted in 1955 to protest the league suspension of Hall of Fame legend Maurice Richard, the coach's job is "probably about the same thing as being manager of the

he became commissioner in January 1984.

Then Ward added:

"There's an African saying, said by white South Africans, that you don't give white bread to the Zulu nation instead of black bread, because if you give them white bread, they'll ask for butter," he said.

The story caused "jaws to drop to the floor," according to one person in attendance.

"I stood up and said it was a racist remark. It was very offensive," said the Rev. Ruben Diaz of the Christian Community Benevolent Association in the Bronx, who had asked Ward about Hispanic advancement within the department.

"I thought, 'uh-oh, he put his foot in his mouth again.' It was insulting," said Angelo Falcon, president of the Institute of Puerto Rican Policy, a nonprofit research group based in Manhattan.

Ward immediately apologized, but Falcon said the apology did little to soothe the feelings of those present.

"Everybody left more upset than when they came in," Falcon said.

While a police spokesman said Ward would not comment on the incident, the department did release a study later in the day that showed the number of black and Hispanic officers in New York City has risen nearly 40 percent since Ward's appointment. It said the number of uniformed black officers has risen from 2,481 in

1984 to 2,936 in 1988 — an 18.3 percent increase. The number of Hispanic officers rose from 1,892 to 2,994, an increase of 58.2 percent for the same period.

The report also noted a rise in supervisory positions held by blacks and Hispanics during Ward's tenure. The number of black supervisors increased by 103.4 percent, from 176 to 358, while 240 Hispanics now hold supervisory positions in the department, compared with only 83 in 1984.

But Hispanic leaders said the timing of the report made it seem like a smokescreen for Ward's remarks, and they met with Koch on Feb. 9 to demand changes in the Police Department. While stopping short of demanding Ward's ouster, the leaders said the commissioner is the "Mayor's problem" and that they would no longer deal with him.

"He's a non-entity. He does not exist for the Hispanic community," said Det. Walter Alicea, president of the NYPD's Hispanic Society.

The group presented Koch with a list of demands that included:

¶ The immediate appointment of Hispanics to policy-making positions such as deputy commissioner, chief, two inspectorships and high-ranking posts in the personnel and law divisions.

¶ The establishment of pay differentials for bilingual officers and "preference points"

for bilingual officers who take the sergeant's exam.

¶ The appointment of Hispanics to community relations positions in the 21 precincts that are predominantly Hispanic.

¶ Removal of what they say is a cultural bias against Hispanics in psychological screening tests for job applicants.

Koch, who called Ward's remarks "stupid," did not immediately act on any of the demands, saying he would confer with Ward and respond to the group in 30 days.

Ward, who has refused to comment on the entire affair, wrote a letter of apology that appeared in city newspapers Feb. 13.

"The [Zulu] anecdote was an unfortunate way of showing my frustration with our Civil Service system," Ward wrote. "By law there are severe restrictions placed on me regarding promotion to the higher ranks. Supervisory ranks of sergeant, lieutenant and captain can only be achieved by successful performance on exams administered by the Department of Personnel. At any given time I can only make appointments to the rank of deputy inspector and above from the existing pool of captains.

"As the number of Hispanic officers who have risen to the rank of captain increases, there will be a larger pool of Hispanics from which to make discretionary appointments."

NY's Ward fuels Hispanics' fire

he became commissioner in January 1984.

Then Ward added:

"There's an African saying, said by white South Africans, that you don't give white bread to the Zulu nation instead of black bread, because if you give them white bread, they'll ask for butter," he said.

The story caused "jaws to drop to the floor," according to one person in attendance.

"I stood up and said it was a racist remark. It was very offensive," said the Rev. Ruben Diaz of the Christian Community Benevolent Association in the Bronx, who had asked Ward about Hispanic advancement within the department.

"I thought, 'uh-oh, he put his foot in his mouth again.' It was insulting," said Angelo Falcon, president of the Institute of Puerto Rican Policy, a nonprofit research group based in Manhattan.

Ward immediately apologized, but Falcon said the apology did little to soothe the feelings of those present.

"Everybody left more upset than when they came in," Falcon said.

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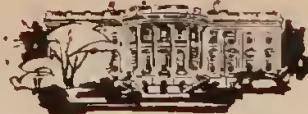
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What They Are Saying:

"The police commissioner is black. Most of the field commanders are black. The Mayor's black. The City Council is black. Everybody in town is black. Race is not the issue."

The Rev. Keith Butler, president of Detroit's Economic Enterprise Foundation, on his proposed revival of a modified version of a controversial police unit that was scrapped in the early 1970's. (6:3)

Federal File



A roundup of criminal justice-related activities at the Federal level.

★ The Pentagon

Two Coast Guard admirals were named Feb. 7 to head sweeping military efforts to stop drug smuggling along the Atlantic and Pacific coasts. The Pentagon, which will be the lead agency for the stepped up effort, said the admirals will coordinate all Federal surveillance of air and sea drug-smuggling routes. The Coast Guard, Customs Service and other Federal and state agencies are expected to play roles in the interdiction effort. The two admirals picked to lead the drive are Vice Adm. James C. Irwin, of Governors Island, N.Y., who will lead the effort in the Atlantic, and Rear Adm. William P. Leahy, of Alameda, Calif., who will oversee the Pacific Coast. The two will have broad authority, reporting only to the Navy Commanders of the Atlantic and Pacific. Admiral Irwin brings to the new assignment a wide range of experience in leading Coast Guard antidrug efforts in the Gulf Coast area.

★ Bureau of Justice Statistics

State courts convicted approximately 583,000 people of felonies in 1986 and sent about 46 percent of them to prison, according to a BJS study released Feb. 5. The study said 21 percent of those convicted were sent to local jails, 31 percent were sentenced to probation, and 2 percent to other non-incarcerative sentences. Nationally, the average prison sentence was four years and 10 months, according to the study.

★ National Highway Traffic Safety Administration

Traffic deaths on rural Interstate highways in states that raised the speed limit to 65 miles per hour increased three times as much as in states that retained the 55 mph limit, the safety agency reported last month. The report, which compared 1986 and 1987 data, said that the 38 states that raised the speed limit after April 2, 1987, averaged a 19-percent increase in highway fatalities on rural Interstates. The 10 states that did not raise the limit averaged a 7-percent increase. However, the agency cautioned that there is still not enough evidence to determine the speed limit's long-term impact on traffic safety, pointing to the fact that some states, such as California, actually showed fewer deaths on rural Interstates after the speed limit was raised.

★ Federal Bureau of Investigation

The FBI, still feeling the reverberations of charges of racial discrimination and harassment within its ranks, will soon add a new official to handle such complaints. The proposed new head of the Office of Equal Employment Opportunity — whom FBI officials declined to identify because a background investigation is still in progress — will be hired from outside the Bureau, and will report to the executive assistant director for administration. That executive assistant directorship recently changed hands when veteran FBI agent Floyd I. Clarke was named to succeed John D. Glover in the post. Glover, the Bureau's top-ranking black official, turned 50 and, eligible to retire, decided to accept a position as vice president with the Bristol-Myers corporation. The FBI's intensified affirmative-action efforts suffered a new round of setbacks in recent weeks when a number of law schools decided to bar the FBI's personnel recruiters because of concerns about discrimination. The University of Michigan Law School barred the FBI from campus for the rest of the school year because of a Federal judge's ruling that the Bureau discriminated against Hispanic agents. The law school at the State University of New York in Buffalo, meanwhile, excluded FBI recruiters because the agency refuses to promise that it will not discriminate against homosexuals. The ban on the Michigan campus, which was enacted in December and reported for the first time as LEN was going to press, was particularly nettlesome to one FBI official. "We feel very frustrated in this process," said Milt Ahlerich, an assistant director for Congressional and public affairs. "How are we to strengthen, how are we to get top-quality FBI agents on board, if we are not allowed to come onto top-quality campuses?" It has also been reported that FBI recruiters have been barred from the Ohio State University Law School.

★ U.S. Customs Service

A Hispanic legal aid organization filed a class-action suit against the Customs Service Jan. 18, charging that the agency under Commissioner William von Raab has removed nearly all Hispanics from key management positions and barred others from entering the upper echelons. The suit, filed by the Mexican American Legal Defense and Educational Fund, said the Customs Service "is employing an informal and unfairly discriminatory promotion system to circumvent the formal merit promotion system" at the expense of the agency's 1,800 Hispanic employees.

School of hard knocks:

Academy shuts out local cadets

Classes scheduled to begin Jan. 15 at the Illinois State Police Training Academy in Springfield were canceled in a budget dispute with an agency that oversees the academy, but state officials announced late last month that the cadets affected will be trained at alternate sites.

A temporary facility has been set up in Springfield and will be staffed by instructors from the Police Training Institute in Champaign, the officials said. Classes were scheduled to begin there on Jan. 30, with 44 cadets expected to attend.

The remaining 50 or so cadets affected by the budget impasse between the state police training academy and the Local Governmental Law Enforcement Training Council will be placed in classes at other training institutes in Chicago, Cook County, Champaign and Belleville, according to Al Apa, executive director of the council.

Classes are not expected to resume at the state police academy until July, the start of Illinois' new fiscal year.

In the past, the academy provided training to local law enforcement officers at \$700 per officer, according to Bob Fletcher, a spokesman for the Illinois State Police.

"In doing this, we've been losing roughly \$800 per officer. We operate at a deficit for it. There are other training institutions around the state that charge as much as \$2,500 per officer, so we're perceived as being a bargain as well," Fletcher said.

The academy is able to operate the program at a loss because it receives subsidies from the Local Governmental Law Enforcement Training Council. But Fletcher said academy officials determined last fall that because of budget cutbacks, the academy would have to increase its training fees.

"We've been going through the year scrimping and saving," Fletcher said, citing severe budget cutbacks in Illinois that have affected overtime for police officers and the purchase of new squad cars.

Late last year, Illinois State Police Director Jeremy Margolis asked to increase tuition to \$1,565 per officer to offset budget cuts. But the training council, which reimburses local police departments for half of their training costs, balked at the request because the increase would have overwhelmed the council's own budget.

"The dilemma that the training

board was faced with was that their budget was set in July just like ours is, and so they had the problem of looking for new money that they had not budgeted. And the second problem they had was that they did not want to set the precedent of granting a fee increase to an agency outside the normal budget cycle," Fletcher told LEN.

In early December the training board decertified the state police academy, Fletcher said.

"It amounts to management locking out labor as in a contract dispute. It's the best analogy I can find for the action they took. They just closed down the shop," Fletcher said.

The academy can still conduct in-service training, specialty training for officers and basic training for State Police recruits, but cannot offer training to outside law enforcement officers until new funds are appropriated for the 1990 fiscal year.

If the training council receives additional state money to subsidize the academy's fee increases, the facility could once again be training local police officers in July, said Jim Finley, a governmental affairs officer for the State Police. But, he added, the higher tuition would apply.

All-points bulletins:

Topeka radio helps spot robbers

Police in Topeka, Kan., are recruiting the ears of radio listeners in a drive to help officers apprehend robbery suspects by broadcasting the descriptions of perpetrators and their getaway vehicles over the city's eight AM and FM radio stations.

The Radio C.O.P. (Call Our Police) program began broadcasting over Topeka airwaves on Feb. 1, and although it is too early to tell how successful it will be, Sgt. Richard Johnson of the department's crime prevention unit says the response by broadcasters and listeners alike has been "very positive."

"Our goal in this is to reduce armed robberies of businesses in the Topeka area, to promote community awareness [of crime], and to encourage witness reporting," Johnson said.

The program works like this: A designated officer from the community services group sends confirmation of a robbery, including descriptions of suspects and the vehicles used, if any, to the dispatch unit. The dispatcher then notifies radio stations, which broadcast the descriptions to listeners, who are urged to contact the police if they have seen anyone who might match the descriptions.

Johnson told LEN that the program was started to augment existing crime-awareness programs aimed at decreasing robberies.

"My belief is that people want to help. But if we can't tell them

what we want, then they're not able to do that and that's a weakness in a lot of prevention programs. We always ask them to report suspicious activities, but we can't get the information to them quickly enough.

"We spent a lot of time developing [those programs], but we

weren't getting timely information out of them," he said.

Johnson said the department hopes Radio C.O.P. can help change that, although the department's "overworked" dispatchers have caused the program to be modified a bit because the infor-

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Fort Worth police, citizens help forge 4% crime decrease

Bucking what has appeared to be a national trend of increasing crime, Fort Worth, Tex., recorded a 4-percent decrease in overall crime during 1988, a shift that Police Chief Thomas Windham attributes in part to "community involvement" in police crime-fighting efforts.

The department's cumulative statistics for 1988 show a sharp decrease in homicides, with 98 recorded compared to 135 in 1987. The city's record for homicides was 205 in 1986.

Windham said the 28-percent drop in homicides occurred partly through increased police intervention in taverns known for drug activity and fights, as well as swifter responses to domestic violence situations. He added that the efforts of neighborhood crime programs in the city of 400,000 had also been a significant factor in the downturn.

"Community involvement has had the greatest impact" in keep-

ing the homicide rate down, he told the Dallas Times Herald.

Police statistics also show smaller decreases in aggravated assault, armed robbery, burglary, and theft last year. The biggest decrease, after homicides, was in car theft with a 13-percent drop. In 1988, 9,357 vehicles were reported stolen, compared to 10,813 in 1987.

Rape was the only major crime which rose in 1988 — from 476 in 1987 to 489 in 1988. Windham said women were stepping forward to report sex crimes more frequently than in the past.

Windham said the statistics refute the results of a survey published last spring in the Detroit Free Press, which said Fort Worth was dangerous and crime-ridden, a statement Windham said he never agreed with.

"If we have a driving category of crime, it's something non-violent like theft, but not murder," he said.

Revival of controversial Detroit unit proposed

Continued from Page 1

the Robberies and Enjoy Safe Streets) was implemented in 1971 by then-Police Commissioner John Nichols, after a record 23,000 robberies and 85 robbery-related murders were recorded in Detroit the previous year. It was supposed to cut street crime by putting undercover police decoys in high-crime areas. While the program was initially applauded by the city's black leaders because it had contributed to a 15-percent reduction in crime in its first eight months, a series of shooting deaths in STRESS-related incidents unraveled public confidence in the program.

In all, 17 citizens and three police officers were fatally shot in STRESS-related incidents; most of the victims were black. One white officer, Raymond A. Peterson, was involved in eight of the 17 citizen deaths. He was acquitted on second-degree murder charges stemming from an unrelated 1973 shooting incident. He was later fired.

In another incident, three Detroit officers working on a STRESS team were involved in a shootout with five off-duty Wayne County sheriff's deputies whom they mistakenly thought

were criminals. One of the deputies was killed in the 1972 incident. The officers were later cleared of attempted murder charges.

The city of Detroit paid a total of \$4.7 million in civil damages arising from STRESS-related incidents, and Young campaigned successfully for Mayor on an anti-STRESS platform. After winning election in 1974, Young officially abolished the program, establishing 50 mini-police stations and an affirmative action program aimed at having a police force with at least 50 percent black officers.

Young has continued to oppose any kind of anticrime program that might resemble STRESS and does not support Butler's proposals, the pastor said.

But now, Detroit ranks second only to Washington, D.C., on the list of America's most murderous cities. It has the highest number of juvenile homicides in the nation: 77 victims in 1988, three out of four of them shot to death. The seemingly endless spiral of drugs, guns and deaths has left residents "living in fear in their homes," Butler says. "They're living in jail as it were."

He says something must be done because the threat of

vigilantism in Detroit is growing.

Operation Protect would not just be a STRESS clone, he says. His proposal calls for most Protect officers to be black and that they be required to take psychological exams as well as follow strict guidelines on the use of deadly force. To allay fears of undue use of force, Butler proposes keeping records of all shots fired by Protect officers.

While Butler is aware of past public outcry against STRESS because of alleged racism during its operations in the 1970's, he says that "Detroit is a significantly different place today."

"The police commissioner is black. Four out of five [deputy] police commissioners are black. Most of the field commanders are black. The Mayor's black. The City Council is black. Everybody in town is black. Race is not the issue," he said.

The city's 4,772-officer force, predominantly white during the early 1970's, is now about one-half black.

Butler admitted that Operation Protect would not be a "catch-all proposal," but said a program like it, coupled with economic development programs, might help to decrease crime. He said he

would like to see officers freed from desk jobs so they could be made available for street patrols.

"Right now in Detroit you have a lot of officers who are not patrolling the streets," he said.

New jail space is needed so that criminals won't be back on the streets "before the ink is dry on the officer's report," he added.

Butler said he won't be deterred by the negative reactions of city officials to his anticrime pro-

posals.

"The police chief, of course, and top officials who work for the Mayor obviously are opposed to [Operation Protect]. Of course, they would be; the Mayor appoints them," Butler said. "This is an election year and we think the public has a right to know where the Mayor and police officers stand. The people need to be informed and they can act accordingly."

Radio DJ's help police put a lid on Topeka robberies

Continued from Page 5

mation sometimes must be relayed through a third party — a designated officer who monitors officers' patrol calls and then sends the information on to local radio stations.

"So far we've activated the program five times and it's taken less than eight minutes [to get it on the air]," Johnson said.

The program has not yet resulted in the capture of any suspects, but Johnson said he feels it will be useful in increasing the awareness of robbery among business owners.

"It's not uncommon for robbers in this town to commit a robbery and then turn around and hit another place on the same night — or maybe two or three. So if [business owners] should hear that a robbery has occurred and the description, they're able take money out of cash registers and pay a little bit more attention to what's going on," Johnson said.

Radio C.O.P. will not broadcast license plate numbers or the names of suspects because of the risk of liability, Johnson said. The program will be monitored on a month-by-month basis to gauge its effectiveness, he added.

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Calif. cop plans nationwide expansion of anti-abuse efforts

Continued from Page 1

minorities in the predominantly white community of Westwood. He said he and a group of young black men were approached by officers who ordered him to put his hands on his head. Jackson protested and was charged with interfering in an arrest. The charges were later dropped.

That incident led to his teaming with the KNBC news team to document alleged police abuses in Long Beach.

On Leave Since Filing Charge

Jackson, an eight-year veteran of the Hawthorne, Calif., Police Department, has been on administrative leave for nearly two years since he made charges of racism against 15 white officers in his department.

"There were nigger slogans posted on the wall. I had officers turning in phony reports with derogatory comments about blacks. For example, they turned in one report about a black man passed out in a watermelon patch, and a number of stereotypical comments about the man's clothing and the type of car he was driving and so on," Jackson said. Once while conducting a training session for officers, he recalled, the training video was replaced by an "Amos 'n' Andy" movie.

Police Chief Kenneth P. Stonebraker told Jackson he would investigate the charges, but Jackson was later told after he made the complaints that he "was stressed out" and he was placed on indefinite leave without pay while the department investigated the charges.

But it was an incident involving his father, Woodrow, a retired 29-year veteran of the Los Angeles County Sheriff's Department, that pushed Jackson "over the edge," according to Lynn. The elder Jackson was stopped by Pomona, Calif., police investigating a robbery and was beaten by the officers in front of his daughter and several grandchildren.

"You're a Cop, So You Know"

"He was not arrested; he was not charged with anything. He was beaten up and then told that, 'Well, you're a policeman so you

know how these things are,'" Jackson said.

In the aftermath of that incident, Jackson started an organization of black police officers called Law Enforcement Officers for Justice. He is also the Police Practice Committee chairman for the Los Angeles chapter of the NAACP and vice president of the Santa Monica NAACP chapter, where he advises victims of alleged police brutality of their rights.

Jackson said the notoriety he has gained from his activities in exposing police injustice may have earned him a place as "the most hated policeman or ex-policeman in Southern California — and perhaps a larger area at this point."

He said he has received mailed death threats, forcing him to move twice and change his phone number several times.

His actions have also brought criticism from fellow law enforcement officers both black and white, as well as from his own chief, who said if Jackson had stayed in the car, as Hill, the driver, did, "this incident would not have occurred." His behavior in the earlier Westwood incident was characterized by Los Angeles Police Cmdr. William Booth as "very foolish."

"Mostly Negative" Reaction

But Jackson said he expects criticism because his actions are "so dramatic, in that you had never had law enforcement officers speaking out and assisting victims of police abuse. It caused an uproar within the law enforcement community from black officers as well as white because they couldn't understand what I was doing and why I was doing it."

The reaction of officers in his former department have been "mostly negative," he said. "I think they hate it. They hate the attention." He claims "four police cars from my own division" tried to run him off the road one day not long after the Westwood incident.

Jackson's own father did not support his son's activities at first.

"He was criticizing me because he thought initially that I ought

Miami PD now faces aftermath of police shooting that sparked riots

A 29-year-old Miami police officer, charged with two counts of manslaughter in the shooting death of a black motorcyclist and a passenger who died in the ensuing crash of the vehicle, will go on trial June 15, according to a Miami police spokeswoman.

William Lozano, the Hispanic officer whose alleged actions during a chase through the city's predominantly black Overtown district touched off three days of

rioting Jan. 16-18, was arrested Jan. 28 and released after posting \$10,000 bond — just hours after the funeral of Clement Lloyd, the 23-year-old motorcyclist he is accused of shooting to death.

Allen Blanchard, 24, a passenger on Lloyd's motorcycle, died Jan. 17 from injuries sustained in the ensuing crash of the vehicle. Lozano is also charged in his death. Each manslaughter

Continued on Page 14

Panel to probe possible POST violations

A state watchdog committee that oversees police compliance with state-mandated standards and training will conduct a hearing March 3 to determine whether proper procedures were followed during the confrontation between Don Jackson and Long Beach Police Officers Mark Dickey and Mark Ramsey that culminated in Jackson's being pushed face-first through a store window.

The hearing by the Senate Select Committee on State Procurement and Expenditure Practices, chaired by State Sen. Dan Boatwright, will examine the incident to determine "whether the police officers involved followed California state-mandated procedures," according to Mary Meuel, a spokeswoman for the senator.

Boatwright's committee is "an investigative committee which does oversight on state-funded programs," Meuel told LEN — including the Peace Officers Standards and Training (POST) board. All California law enforcement officers must be certified by POST, she added.

The inquiry will be held in the hearing room used by the

Los Angeles County Board of Supervisors in Los Angeles. Served with subpoenas and expected to testify are: Jackson; Jeffrey Hill, the off-duty corrections officer who was Jackson's driver in the incident; Officers Dickey and Ramsey; witnesses David Lynn and Joseph Travers of the Police Misconduct Lawyers Referral Service; Long Beach Police Chief Lawrence Binkley and former Long Beach chief Charles Ussery.

Meuel said the unedited KNBC videotape of the violent confrontation will be viewed in its entirety at the hearing.

Meuel declined to say what might come as a result of the hearing, but said Boatwright may "decide whether we need to author some legislation which would strengthen our current [POST] program."

Meanwhile, the Long Beach Police Department's internal review of the incident is continuing amid increased reports in the local media of past wrongdoing by Long Beach officers, including charges of brutality and suggestions of racism.

Chief Lawrence Binkley declined to comment directly

on the Jackson case, citing the various investigations being conducted by the likes of the local District Attorney and the FBI.

"As soon as we know all of the information, we'll conclude the case," said Binkley, who has headed the 650-officer force since 1987.

But Binkley acknowledged charges by Long Beach residents of excessive use of force by his officers — charges that have dogged the department since the 1960's.

"There was a reputation or perception in the community that there were some officers who used excessive force and didn't treat the public right, and I think that perception is still out there and it has to be changed," Binkley said.

He said he is instituting sensitivity programs to counter the charges, but conceded, "You don't change the culture in an organization in two years. It takes a lot longer than that."

"The problems have existed and been allowed to exist here for at least 20 years," Binkley said. "It didn't get this way in a short period of time and it's not going to change in a quick time."

to give the police a little more time — until he was abused. And that pretty much changed his mind to recognizing what I was doing was right."

But Jackson told LEN he will continue his activities because of the "reemergence of a monster that has been in the shadows for

some time, which is racial hatred, racial strife, racial intolerance. This country's still very much segregated. It still very much suffers from bigotry.

"And I think the police reflect a lot of that acceptance or tolerance of these types of biased attitudes. The police that are hired come

Filling the breach — for now:

Mass. academy seeks to recover

The problem of finding trainers for the Edward J. Connelly Criminal Justice Training Center in Agawam, Mass. — the facility tainted by controversy over the death of a cadet who was injured after performing strenuous exercises last fall — has been temporarily solved, according to the executive director of the state's Criminal Justice Training Council.

Patrick Hamilton told LEN that two Springfield police officers were assigned to train a municipal class that began Jan. 30, and they will remain at the facility to train a class of Springfield cadets in May as part of an agreement between the council and the Police Department.

"We will review the situation and see where we go from there — whether we continue with them, whether they can continue," Hamilton said.

State police "continue to be involved in police training at all of our academies in one capacity or another. And in most of the locations where we have police academies, they are also there as staff instructors," he added.

Hamilton's remarks appeared to refute published reports that

said State Police Commissioner William McCabe would no longer send troopers to serve as trainers at the Agawam facility. Sixteen cadets were injured last September after participating in a grueling set of stress-training exercises. One of the cadets, Timothy Shepard, 25, died in November from complications after a liver transplant.

An inquest into Shepard's death has been completed and a judge is now examining the report, a spokesman in the Massachusetts Attorney General's Office told LEN. Hamilton said he did not know when the judge would issue his findings, which could result in charges against the trainers.

The incident prompted the training council to approve a plan to overhaul training of law enforcement officers. It also resulted in the transfer of state police training instructors, and the resignation of Hamilton's predecessor, Gary F. Egan.

Two state troopers working at the Agawam facility during the fall session "asked to be retransferred or reassigned before that class was over," Hamilton said. Another trooper

took over, but the distance from which he had to commute made his continued service there impractical.

"It wasn't so much of a walkout or a boycott [by state troopers] as it was a lack of available qualified personnel in that area," Hamilton said. "It's just that out in the western part of the state, there wasn't somebody qualified and available."

He said physical training at Agawam is currently being provided by YMCA instructors "with [the two Springfield officers] there to monitor discipline and everything else."

"It so happens that Springfield has a historic relationship with the Y, but both in terms of their facilities and in terms of their expertise, it seemed to be a good idea," Hamilton said.

The current class at Agawam seems to be going "very well," he said. "The major difference now in our training is that we continue to have physical exercise, but it's for the sake of fitness. And we continue to have discipline, but it's for the sake of discipline. And the two don't mix."

Forum

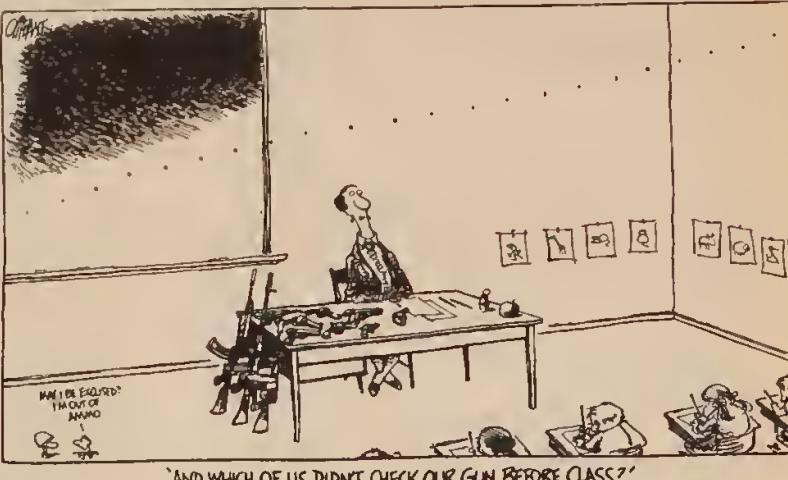
Other Voices

A sampling of editorial views on criminal-justice issues from the nation's newspapers.

What's next? Bazookas?

"What was a 'young drifter' with a criminal record doing with an AK-47 'assault rifle'? Indeed, why should any private citizen be able to obtain a firearm that is designed for combat use. Those are the first questions to arise from the latest schoolyard massacre, this one in Stockton, Calif. The answer is dishearteningly simple: Because Congress and state legislatures, heavily lobbied by the National Rifle Association and other gun groups, refuse to impose any regulations even on deadly weapons that have no conceivable sporting purpose. Why does a nation of laws make it so easy to acquire high-powered military rifles that are unsuited for bagging deer or pheasant? Why can't Congress even pass a common-sense law requiring prospective handgun owners to wait a week before taking possession of a shiny new pistol? Why? Because gun groups rouse sportsmen and intimidate lawmakers with the specious claim that nearly all controls, even on weapons designed for assaulting entrenched troops, are an infringement on individual rights. Try telling that to grieving parents in Stockton."

— *The Louisville (Ky.) Courier Journal*
Jan. 19, 1989



Drug czar disappointing

"President-elect Bush has completed a Cabinet whose primary characteristic is unchallenged competence in the departments they will head and a lack of ideological rigidity. There is one glaring exception, however. Mr. Bush closed out his selection process with the nomination of former Education Secretary William Bennett as the new drug czar. Mr. Bennett is a mistake. [His] tenure was marked by an absence of educational leadership and a plethora of ideology. His experience with drugs is limited to periodic declarations that drugs in schools are bad. The newly created Cabinet-level position of director of the nation's antidrug effort requires more than that. It needs a diplomat to negotiate with the nations which provide the raw opium and cocaine. Getting along with people is not said to be Mr. Bennett's strong suit. It needs law enforcement experience to coordinate the myriad forces actually fighting the drug trade. Mr. Bennett has no such experience. It needs someone who has an understanding of the factors which draw young people to drugs. Mr. Bennett has shown an understanding only of right-wing positions. Mr. Bennett's nomination probably will be confirmed. That is unfortunate."

— *The Dallas Times Herald*
Jan. 14, 1989

Penalty for fleeing

"When seven persons were killed in Columbus last December during high-speed police chases, the whole subject came under close scrutiny. For one thing, it was discovered that unless other charges are added, the crime of driving at high speeds while trying to get away from police does not carry an especially heavy penalty. This is considered a first-degree misdemeanor in Ohio, and six months in jail and a \$1,000 fine are the most a fleeing motorist could get. Thus pressure was brought to change state law to allow for stiffer penalties. State Sen. Eugene Watts responded by introducing Senate Bill 49, which would make fleeing police a fourth-degree felony, punishable by up to five years in prison and a \$2,500 fine. It's good to see the Ohio Senate giving this issue the attention it deserves. Toughening the possible penalty for motorists who try to elude police would give judges the needed leeway to fit the punishment more exactly to the crime."

— *The Columbus (Ohio) Dispatch*
Feb. 10, 1989

Ban war weapons; they're a menace

"Across the U.S.A., records are being set for murder and mayhem: 1,900 in New York City, 464 in Houston, 372 in Washington, D.C., 235 in New Orleans, 164 in Miami, 100 in Boston — more than 70 percent of them committed by firearms. A primary factor: the availability of fast-firing semiautomatic weapons, such as the AK-47 and Uzi. These weapons made for war are easy to buy. Only Pennsylvania and Illinois make rifle buyers wait a week to check if they're crooks or mentally unstable. With 80,000 AK-47s and thousands of Uzis out there, police are worried. They're outgunned. So they've started an arms race with the bad guys. That's crazy. Police shouldn't have to escalate the gun war and possibly place more people in the line of fire. It's time to de-escalate. We don't need these weapons of war in our streets — or on our school playgrounds. California is drawing up a bill to ban them. It shouldn't act alone. We need a national law for a national problem. No peaceful citizen needs an AK-47. No hunter needs an Uzi. We must stop making it so easy for crooks and start making life safer for kids, for police, for everyone. Ban these guns."

— *USA Today*
Jan. 23, 1989

Enlightening top echelons

"Starting in March, middle management police officials will begin trooping off to Harrison, N.Y., for intensive sessions aimed at preparing them for senior executive positions on the force. The Police Management Institute was developed in the wake of recommendations by a mayoral commission in 1987. The study program will consist of 32½ hours in eight sessions, at four- to six-week intervals. Completion of the course will not mean automatic promotion, but attendees should be ready to be good managers in a corporate sense. Which is good, common sense in a Police Department like New York's, where enlightened top echelon leadership can mean the difference between life and death on city streets."

— *The New York Daily News*
Jan. 26, 1989

Miron:

Drug-free workplaces: our last hope of drug-war success

By H. Jerome Miron

A new chapter in America's efforts to reduce the demand for illegal drugs began on Nov. 18, 1988, when President Reagan signed the Drug-Free Workplace Act of 1988. Federal law now requires that any contractor or grantee that receives funds from the national government comply with policies and procedures aimed at maintaining both a drug-free workplace and drug-free employees. By the simple stroke of a Presidential pen, millions of American workers and their employers were enlisted in the war on drugs.

Yet there are very few who are aware of this new development. The media have been singularly silent about the law's potential impact on our nation's 89.8 million private-sector employees and more than 20 million employees who perform work associated with Federally-sponsored grants in state and local governments, universities and nonprofit corporations.

The law is simple to understand and, from a Federal perspective, relatively easy to administer. It creates no new bureaucracies and, generally, will add little to the current administrative costs of government. The law, which takes effect March 18, 1989, requires that companies doing business with the Government in excess of \$25,000 (or any grantee regardless of the size of the grant) must establish a policy outlawing the use, sale, distribution or trafficking of controlled substances in their workplace, must specify the actions that an employer will take for employees who violate these rules, and must establish and maintain a drug awareness and education program for employees. Employees convicted of drug violations in the workplace are to notify the employer who, in turn, is to report such convictions to the Government.

Failure to comply with the law subjects the company or the grantee to suspension or termination of current contracts or grants and debarment from bidding on future proposals.

How many contractors or grantees will be affected?

The Office of Management and Budget

(OMB) reports that in 1987 the Federal Government spent \$197.2 billion for the purchase of goods and services from at least 300,000 private contractors. Grants to governments or nonprofit corporations (including pass-through grants to local entities) amounted to \$115.8 billion in 1987. These funds go to more than 250,000 governmental and nongovernmental organizations. How many employees will be affected by the law? It is conservatively estimated that at least 30 million employees will be initially affected.

The Federal Government has about \$400 billion — almost 40 percent of the 1987 Federal budget — that will be used as financial leverage to encourage private and public employers to develop and expand drug-free workplace programs. Given the national importance of this law, it is not conceivable that every company and government will follow the lead taken by these primary Federal contractors and grantees.

Given the reach of the law into private and public workplaces, one can ask if such a law was, itself, overreaching and overreactive. Law enforcement officials and experts from the National Institute of Drug Abuse (NIDA) agree that the law is necessary and probably the only benign way to decrease our national demand for illegal drugs. Illegal drug use has created a historic and unprecedented crisis in the administration and financing of law enforcement and criminal justice agencies. Officials and experts agree that the law enforcement effort to control and interdict the supply and sales of drugs anywhere is failing.

The national cost to taxpayers to control the supply and sale of illegal drugs is in the billions and increasing every day. Our agencies cannot succeed without a corresponding national effort to reduce the demand for drugs. Nor can we wait

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H. Jerome Miron is a former Under Sheriff and Chief of Staff for the Pinellas County, Fla., Sheriff's Department. He is founder and president of TMG — The Miron Group, a Clearwater, Fla., consulting firm.

Over the past century, there are not many more than 90 police chiefs in this country who can legitimately claim to have been the elected spokesman for their thousands of colleagues in the law enforcement profession, by virtue of having served as president of the International Association of Chiefs of Police. Thus, it's with some justification that Charles D. Reynolds, the Police Chief of the 41-officer Dover, N.H., Police Department, feels honored to be following in the footsteps of O. W. Wilson and August Vollmer as head of IACP.

But Reynolds' tenure had no sooner gotten out of the starting gate than it was dealt an unexpected blind-side block by the association's executive director, Jerald R. Vaughn. As LEN readers are by now no doubt aware, the first IACP board meeting run by Reynolds turned into a volatile affair that ended in Vaughn abruptly quitting and walking out of the meeting. The incident might have terminally flustered a person of lesser constitution than Reynolds, but he kept the meeting going in "a professional manner," and to this day he remains largely untroubled by the chain of events.

Reynolds' cool, straight-ahead reaction to the episode may be due in part to the fact that he has been a police chief since the age of 27, and thus has had more than two decades of preparation in dealing with all the vagaries of administrative behavior. At the same time, he has ap-

proached his role as president with a genuine, unflappable desire to see the association brought back to the fullness of stature and fiscal solvency — after many years of budget deficits, run-ins with government agencies and other organizations, and factional in-fighting among the membership. Apparently, he is getting his wish. He says the IACP is going to show a net profit this year, for the first time since 1980, and the membership seems to share his optimism for the association's future.

The 50-year-old Reynolds may have had his share of disagreements with Vaughn over who should fill the role of spokesman for IACP — he maintains that Vaughn wanted only the glamour of the executive director's job, and left the business aspects behind — but for his part he now says he gets enough of the glamour and is primarily interested in seeing to the fiscal and administrative health of IACP. "I'd like to see the organization in good shape financially when I leave, and not have future boards and presidents having to devote a lot of time to that, so that they can be out there dealing with other issues," he asserts.

There are other housekeeping issues that command Reynolds' attention besides credits and debits. His tenure will be marked by a "constitutional convention" that may lead to the most sweeping series of charter reforms in IACP's history. The field is intentionally be-

ing left wide open for members to propose and discuss all manner of possible amendments to IACP's constitution and, according to Reynolds, nothing is preordained. "This way we can put behind us the issue of 'We don't do things the way we should,'" Reynolds observes. "Every year, someone says, 'We should change the constitution.' Well, they're going to have the chance."

Reynolds, who holds a master's in public administration from Golden Gate University and currently serves on the Commission for Accreditation of Law Enforcement Agencies, may be from a "small" law enforcement agency (although there are only five in New Hampshire that are larger), but he moves smoothly in an association that represents departments great and small. To him, any argument that IACP is a small-town men's club that is out of touch with police realities is "absurd on its face." Currently he serves on a board that includes several major-city police chiefs, and to Reynolds the problems they each face are different mostly in degree. "Underneath it all the problems are the same," he says. "People not respecting the rights of other people, and victimizing them. That's what keeps us all in business, whether we be in Los Angeles or Dover, and it's a question of what approach is best to use in resolving that to the satisfaction of the people of the community who are paying for this vast criminal justice system."

"The staff is very optimistic about what's going on in the association, and its future, as are our members and our governing body. That's all real good."

Charles D. Reynolds

Police Chief of Dover, N.H., and president of the International Association of Chiefs of Police

Law Enforcement News interview
by Peter C. Dodenhoff

LAW ENFORCEMENT NEWS: Last October, Jerry Vaughn gave us his version of the events that precipitated his resignation as IACP's executive director. You were in the meeting room at the time these events transpired. What is your recollection of the way things developed?

REYNOLDS: It wasn't terribly complex. His resignation occurred at the first Board of Officers meeting that I presided at, on Oct. 20 in Portland. Basically, the Board of Officers decided to delay action on the 1989 fiscal year budget until the December meeting of the Executive Committee — which has been the past practice, doing it in December. In fact, the Board of Officers has no authority to pass on the budget; the budget in fact must be passed by the Executive Committee. So if at the Board of Officers meeting we had passed on the budget, the budget would then have had to be distributed to the Executive Committee by mail for ratification. You have to keep in mind that in IACP the governing body is the Executive Committee, not the Board of Officers. So any action that we take has to be ratified by the committee.

LEN: So what was the point in bringing the budget

before the Board of Officers?

REYNOLDS: I guess from the Executive Director's perspective, if he were able to get it passed by the Board of Officers — which may, in some cases, be easier than the full Executive Committee because of the smaller numbers involved — then the Executive Committee would pass on it in the quiet of their offices by mail, and there would never be a question-and-answer period or a real hearing on the issues.

So the feeling among the board members on Oct. 20 was that they wanted to defer it until December. There were a couple of sub-issues involved in that, and that was that the membership of IACP had just, by ballot, approved a new fiscal year, which meant that the budget we had in our possession for the week prior to the 20th was invalid. Additionally, the membership had just passed a dues increase, and the impact of that dues increase was not reflected in the budget we had in our possession. Of course, a third thing is that during the week that we had the budget in our possession, there was very little time for anybody on the Board of Officers to study the budget or really understand what was included in it. So that leads us to Thursday morning, when the Executive Director handed each of us a new, revised budget that in fact reflected the new fiscal year as well as the dues increase. There was some discomfort in tak-

ing a document that represented several million dollars and passing on it without some study.

That was Issue 1. Issue 2 was that after we had deferred the budget action, the Executive Director asked that we act on his salary increase. He had some documentation on the agenda that indicated some justification for a salary increase from \$74,000 to \$112,000. Quite frankly, I indicated to him that it was my preference that that matter be taken up along with the budget in December, and, from my perspective, I was not going to rule out the possibility of a substantial pay increase. However, I said it would be inappropriate to deal with that at the Oct. 20 meeting. Some backup for that, and for the budget as well, was that we had just asked the membership to double their dues, on Tuesday, and to raise the Executive Director's salary on Thursday from \$74,000 to \$112,000 — or whatever figure was reached — would have appeared as inappropriate. Not only inappropriate from a member's perspective, but also because the Executive Director had in fact frozen the salaries of all the staff people, without the concurrence or authority of the Executive Committee.

LEN: Did he have the authority to do that unilaterally?

REYNOLDS: No, he did not. The Executive Committee
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"We disposed of our only real asset, namely our building. And customarily, when corporations start disposing of assets, they also dispose of their chief executive officer."

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was unaware that it had occurred.

LEN: Were you or others on the committee aware of any discontent among the staff as a result of the pay freeze?

REYNOLDS: That had started to come to our attention just prior to the conference in Portland. Prior to that we were unaware of it. It hadn't been reported to us, but there was some information coming to our attention that it had occurred.

That's one part of it. The other thing that was of concern to some of the members was that the financial report that the Executive Director had presented to us at the conference indicated that as of August of '88, our expenses exceeded revenues by \$218,092. When you put those factors all together — a deficit, a dues increase just passed, a fiscal year just passed, a revised budget presented to you — it just seemed like it was inappropriate to pass the budget without some serious consideration, and, number two, to do any of your salary adjustments consistent with and part of passing the budget, rather than separate from the budget. So that was my thinking and the thinking of a number of members of the board.

At any rate, I indicated that my preference was to wait until December. He indicated to me — and it was very short — that quite frankly, if we didn't act on it, he would tender his resignation. I reaffirmed our intention to affirmatively act on that salary issue in December, along with the budget, and he resigned and left the room.

LEN: What was the general reaction among the other members of the board at that point?

REYNOLDS: There was some discussion about the ramifications of the resignation, and as a practical matter a motion was made to accept his resignation, which was seconded. There was some discussion and the motion was passed, 12 to 3. There are only 11 people on the Board of Officers, but the extra votes came about because the Executive Committee is the governing body of the association, and therefore any Executive Committee member present at any board meeting can vote. A number of them were present at that time.

Unexplained shortcomings

LEN: Notwithstanding your indicating to Vaughn that you might be favorably disposed to a salary increase, shouldn't the matter have been tended to prior to the Oct. 20 meeting? Why did things get as far along as they did?

REYNOLDS: There were a number of management issues, and first and foremost, of course, has been the issue of finances. As a practical matter the thing that was of concern to some of us was that every year of the three years that Mr. Vaughn was Executive Director we lost money. It looked like '88 was going to be a profitable year — at least that was what was reported to us on a continuous basis — and then at our October conference we were presented with a financial report indicating the deficit that I alluded to. So whether or not the matter

should have been attended to earlier is certainly a valid question, but the fact is that the board had decided to defer that, and judging from my conversations with a number of members of the board and the Executive Committee, there was serious concern about the fact that we certainly had some management shortcomings if we were continuing to lose money, and those shortcomings were not being satisfactorily explained.

LEN: Yet a number of people — and a statement from the board itself — credited Vaughn with being instrumental in turning the association around....

REYNOLDS: I think he did an awful lot of good things for the association, particularly image-wise. He was an aggressive, outgoing, bright individual who represented the association well in most of his contacts with other agencies and other associations. We shouldn't lose sight of that. But from the perspective of running the business end of the association, the facts speak for themselves — we were losing money. That's where the governing bodies have to make their decision as to whether in the total perspective that performance is acceptable. In making those decisions, you caution everyone not to lose sight of the positive things that he did for the association. Don't get entirely preoccupied with the things that are perceived to be negative.

LEN: In the larger sense, then, would you say that IACP is today in better shape, fiscally and organizationally — than it was prior to Vaughn's arrival as Executive Director?

REYNOLDS: In a lot of respects, the association is certainly better off than we were prior to his arrival. But we're also a lot better off than we were Oct. 20, 1988. The one thing that is not a positive thing for us is the fact that we disposed of our only real asset, namely our building. And customarily, when corporations start disposing of assets, they also dispose of their chief executive officer. This is just purely from a business perspective now. How you feel about the Executive Director aside, when you go to the extent of having to

paid, the association is in excellent financial condition, and I think we're in excellent condition as far as our relationships with Federal agencies, the state chiefs' association, and our members. I think a large majority of our members are very optimistic that for the first time in many years we are in good shape and we're in a position from which we can start doing the things we're supposed to do, such as truly be the professional voice of law enforcement, represent law enforcement on various and sundry issues, and provide an array of membership services, both that the membership wants and that they can afford. We were able to give the staff a reasonable adjustment in their pay and reinstitute the merit plan that was temporarily suspended. We have found that we have an extremely competent and dedicated staff. It has been an absolute pleasure to work with them. I think you'll find that the staff is very optimistic about what's going on in the association, and its future, as are our members and our governing body. That's all real good. The only thing that we have to resolve, and we're working on resolving it, is to find a permanent home for us so that we don't dissipate our resources on rent. Our Financial Review Committee, under the guidance of [St. Louis County Police Chief] Gil Kleinknecht, who is our treasurer and the chairman of that committee, is working on that. That's one of the assignments I have given them as president, and they have already started working on that. They will be continuing to work to establish just what type of a facility we would like, where we would like to have it, and then start looking for it.

LEN: In our talks with Vaughn following his resignation, he told us although he got along well with your predecessor, Chief Caeey, that you and he "are coming from different worlds" philosophically, and that he doesn't like the way you do business. Did he ever verbalize to you what specifically bothered him about the way you conduct business?

REYNOLDS: No. Not at all.

LEN: Is this all news to you?

"Our arrangement with [Vaughn] was more than kind, because the fact is that he resigned and walked out of the meeting, never to return."

sell your assets to recover financially, that in and of itself is not good from a business perspective.

Nothing but rent receipts

LEN: So the fact that the building was sold was an objective indicator of genuine financial distress that made the property an unmanageable luxury?

REYNOLDS: It might be perceived as such by an outside observer. From my perspective as an individual — and I know there are a number of people on the Executive Committee who agree with me — I didn't think that our financial situation, as desperate as it may have been, was such that we needed to dispose of the building. We could have obtained a loan against the asset, at a lot lower rate than we're paying in rent right now. That could have pulled the association back financially. Unfortunately, the Executive Director wanted to dispose of that building because of its location, and this played neatly into that plan. He managed to convince enough of the people on the Executive Committee that that was the way to go, and ultimately it was approved. I do not think that was a good financial decision for the association. I don't think it was necessarily a fatal one, but I don't think it was a good one either. It's one that will take us some time to recover from, because now we're paying more in rent than we would have been paying to pay off a note, and at the end of the year we have nothing to show for it except rent receipts.

LEN: In light of that and the recent budget that was approved, what's your own subjective assessment of the current state of IACP's financial health, as well as the short-term prospects for it?

REYNOLDS: That's a good question, particularly because I have a good answer. We have been able to reverse that \$218,000 deficit that confronted us in October, and are ending the year with a good, solid black number at the bottom of our columns. There's a solid profit — the first one since 1980. We have all our bills

REYNOLDS: Well, yes and no. Of course, I read his comments in your paper, so it's no great news. The news is that he never bothered to address that issue with me. As for different philosophical perspectives, my interest, admittedly, has probably been more on the business side of the association than on the glamour side. As I explained to Jerry a couple of times, I just have this deep-seated belief — and maybe this has to do with some of my training in accounting — that the foundation of any operation is your finances. If your finances are in order, then you can make a lot of decisions that are relatively easy in terms of what you're going to do with the direction of the organization. But if your finances are not all in order, and you don't really run your corporation like a business, then a lot of the things you do that may appear on their face to be good for the organization are in fact bringing the organization to its knees. Jerry had a real different opinion. He did not have any interest at all in the business side of the association.

LEN: Would things have worked out better if Vaughn had taken the high-profile role and delegated the responsibility for financial operations and oversight to a key deputy?

REYNOLDS: Well, of course, the chief executive officer is ultimately the person who's responsible. How he accomplishes that is really up to him. I think the wise chief executive officer insures that he has a good financial director, number one. Number two is that he listens to what that financial operations person tells him. I don't think it's all that complex, and it's not unique to IACP or anyone else.

LEN: As Vaughn suggested to us, was he in fact offered a "take it or leave it" severance agreement that was contingent on not criticizing the Board of Officers?

REYNOLDS: I don't think so. I think our arrangement with him was more than kind, because the fact is that he resigned and walked out of the meeting, never to return. I guess we received more criticism and concern about

Interview: IACP president Charles Reynolds

the fact that we gave him any severance than we did over the amount of the severance. I think the majority of the Executive Committee and board felt that we should conduct ourselves in a professional manner and ensure that we treated him like a chief executive officer should be treated. That's what we tried to do.

Filling the shoes

LEN: One last thought on the Vaughn matter. He said that as far as he is concerned, IACP has not resolved what kind of an executive director it wants — whether a law enforcement professional who can provide able leadership under the policy-making guidance of the board, or a "glorified office manager and travel agent." Since a search is now underway for Vaughn's successor, has the organization determined what sort of executive director it's looking for?

REYNOLDS: Well, to some extent we have I think you're talking about Mr. Vaughn's personal characterization of the problems he was having with his job, and that simply was, what was he supposed to do? Even though that had been articulated to him on a number of occasions, he didn't accept it because the delineation of his role was not to his liking. That ended up getting him involved in a lot of difficulty from time to time. Now I don't believe that a chief executive officer running a corporation, if he runs that corporation the way he's supposed to, is in any sense a glorified office manager. The job is fairly substantial. It's a membership organization — with a capital "M" — and that's one of the things Mr. Vaughn seemed to forget from time to time. We are supposed to be responsive to our members and their concerns. We are not designed in such a manner that the members are supposed to be responsive to the Executive Director's concerns. Therefore, given the structure of the organization, whether or not the Executive Director has a police background is really of not much consequence, because the Executive Director, by constitution, is an adviser to the Board of Officers and the Executive Committee. The Board of Officers consists of police practitioners, and the board members have a responsibility to be the spokesmen for the corporation and for the association. That is not a role that the Executive Director necessarily assumes unless asked to by the president. Therein lay some of Vaughn's difficulty. For some reason, over the years he developed some sort of an attitude that the Board of Officers had no role. But the board and the Executive Committee are the policy-making bodies, the governing bodies of the association, elected by the membership and appointed by those elected. The Executive Director is in fact the person in charge of headquarters and the staff, and his charge is to carry out those policies and directives of the governing body. That's really simple. It's laid out clearly in the constitution, and I've not ever been confused about it. Mr. Vaughn from time to time was confused on that issue. It was clarified to him on a number of occasions as to who was going to be the spokesperson for the association, and that spokesperson is the president.

LEN: I take it, though, that you're not ruling out the possibility of the Executive Director serving as the association's spokesman in such cases as the Executive Committee might direct...

REYNOLDS: As a practical matter, the president can't do everything. And lots of times the first, second, third, fourth, fifth and sixth vice presidents can't handle the assignments that they get. Therefore you ask the Executive Director to represent you at a certain meeting or at a hearing or whatever, and that's a legitimate function. It's not a complex call.

LEN: I'd imagine, too, that you're not ruling out the desirability of individual initiative on the part of the Executive Director, as opposed to having him waiting for direction on his each and every action. Presumably the Executive Committee would be receptive to proposals and ideas for action from the director...

REYNOLDS: Absolutely. That's his job, to develop proposals and ideas to advance the association, and present those to the board for ratification. And one of the ways in which he's supposed to do that is in the budget presentation each year, to develop new initiatives and new programs in the budget. That's not to mention the

fact that the constitution and rules require that he present a five-year plan. We never had one, even though it's required. So there are a lot of opportunities for an executive director's initiative and ambition to be reflected. That's no different from any organization. The governing body always relies on the Executive Director to come up with ideas and initiatives. He's the manager of the operation, and is the first, really, to sense things going amiss or ways to improve the internal workings of the organization.

Staying in tune

LEN: As the elected head of the association, you must have to stay fairly well in touch with the feelings and wishes of the membership. What's your assessment of the degree of harmony or, conversely, factionalism that exists within IACP today?

REYNOLDS: I think the factionalism has diminished remarkably.

LEN: As a practical matter, how easy is it to stay in tune with a membership spread throughout 50 states and many foreign countries?

REYNOLDS: Well, you have to be fairly general with some of the things you do. If you get very specific then there's bound to be an aspect of it that someone will surely disagree with. But the things that are of interest to police chiefs, as a practical matter, most will agree on. In those areas where you know there's some serious disagreement and you're not sure what the majority of the membership thinks, then you either have to present both views, or you present your own view and say that you're unsure of what the collective membership view is. One thing that I try real hard to do is not to express

I don't worry one minute about Dan Rosenblatt being down there in charge of headquarters.

Room for revision

LEN: As you mentioned earlier, at last year's conference the membership approved the first dues increase after several years of trying. Now a proposed amendment to IACP's constitution would grant dues-setting power to the Executive Committee. Is there a cause-and-effect relationship at work here?

REYNOLDS: No. Let me give you the benefit of the background on constitutional revisions that are being discussed, and that is that there are no proposals at the moment for constitutional revisions. What the Constitutional Review Committee has been charged with, under the direction of [Louisville Police Chief] Dick Dotson, is the responsibility for exploring all those issues that have been raised from time to time about how we conduct business, and in general the constitutional affairs of IACP, to identify all of those issues and try to develop some language that would encompass what the objectives or desires would seem to be on the part of those people who are discussing those issues. They don't necessarily have to agree with a proposal. As a matter of fact, I've asked them not to worry about whether or not they agree with a particular proposal. Their role is to develop those positions to the point they have some language we can use if in fact the revision were to be made, and those that they feel have merit for discussion will be discussed at the mid-year constitutional convention that's being held in conjunction with the SACOP meeting in Buffalo in May. At that meeting, all the proposals that have come to us, either by members or developed by the Constitutional Review Committee, will be up for hearing. After we spend our

"I get enough of the spokesman side of the job to suit me. I'd like to see the organization in good shape financially when I leave."

my personal view if it's contrary to what I think the majority view is, and if I do express my personal view, to be sure that it's identified as such. You have to be cautious.

LEN: How much policy-making can you as president actually achieve during a one-year term of office? Is it self-limiting in that respect?

REYNOLDS: Oh sure. Policy-making is a continuum, and whatever policies we may make this year will not really be many in the overall perspective. A number of the policies we have adopted thus far have had to do with how we conduct the business of the association. That just happens to be because that's really my interest and my persuasion, to have those business affairs in order and the policies established for how you conduct certain kinds of business arrangements. That's probably where I'm going to have the most influence. I think it's really important because the president behind me will then be able to deal with some of the issues that may be a little more glamorous or a little more public. I get enough of the spokesman side of the job to suit me. I'd like to see the organization in good shape financially when I leave, and not have future boards and presidents having to devote a lot of time to that, so that they can be out there dealing with other issues.

LEN: In light of what you've described as your primary concerns for your term of office, did the abrupt resignation of Jerry Vaughn, and the vacuum it created in a key administrative slot, significantly affect the agenda you had in mind?

REYNOLDS: No, and contrary to what you're suggesting, there wasn't a vacuum created. We were very fortunate to have Dan Rosenblatt there as deputy, and he stepped into the role of executive director and has done a superb job. We have conducted business as usual. We haven't missed engagements we said we would make, we haven't failed to do things we said we would do, we have met all our commitments that were on deck, and many others besides. We're in good shape, and

day listening to comments pro and con on each and every one of the issues that have been proposed, the Executive Committee will go into session and vote on which ones will be included on the ballot. And I'll ask them the same thing I've asked the Constitutional Review Committee: Please don't vote on the basis of whether or not you agree with it. Vote on it based on whether or not you think it has merit for the membership to decide, on the basis of the discussion you've heard at the meeting.

LEN: So the constitutional convention in Buffalo is more wide open than simply ratifying or rejecting preordained proposals...

REYNOLDS: There's nothing preordained at all. Anybody can submit a proposal. As a matter of fact, some of the proposals that are being set forth I know the Constitutional Review Committee is absolutely opposed to. But their charge is that if something is an issue that has been discussed, let's draft the language and put the matter forth for discussion. It's not preordained that we're going to change the dues-setting authority or we're not. What I want to occur in Louisville is for the members to decide whether or not they're satisfied with the constitution as it is, and whether or not we want to make some of these changes. This way we can put behind us the issue of "We don't do things the way we should." Every year, someone says, "We should change the constitution." Well, they're going to have the chance.

LEN: One of the possible revisions published in Police Chief involved placing a two-term limit on continuous service with the IACP Executive Committee. Is this offered with an eye toward rotating fresh blood into the association's hierarchy?

REYNOLDS: I guess I can give you the benefit of some of the discussion on that one, and I'll preface that by saying that this is not necessarily endorsed or opposed

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Reynolds: "Chiefs are tired of rhetoric"

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by me. At this stage I'm trying not to give any indication of my support, or lack thereof, on any of the issues. But some of the thinking on that issue was that some people stay on the governing body for a long, long time, and get to the point that when they go off, the group or agency they represented sometimes feels that that's their seat. In other words, that person isn't representing a particular group as much as they're representing a particular jurisdiction. The idea of that limitation was so that people don't get in a position of believing that that's their seat or their department's seat or their area's seat, unless in fact that seat is designated by constitution as being a specific seat. I guess there was some discussion, too, that after four years someone ought to take a break. All they were saying was that basically you can only succeed yourself once without a break, so you can theoretically be on for four years and then after a year off you can be back on again. That may be healthy for the organization, it may not. There are 14,000 members, and the Executive Committee is but a small number of those. If a lot of people want to serve, that's one side of the argument. The other side is that those who are serving are doing a good job, so why rock the boat? It's one of the possible revisions that there's a lot of interest in, because all the people who aren't on would like an opportunity to get on, and those who are on would like not to go off. So there you go.

Fair warning

LEN: In our discussion of Jerry Vaughn, you touched on the spokesman's role within the organization, and who should presume to take on that role. In your first few president's messages as Police Chief, you've taken a rather strident tone in addressing some criminal justice-related themes. In November, you noted that there are those who support our effort and those who are "a distraction to this effort and who deserve our attention." To whom were you referring?

REYNOLDS: Basically the message there is that we have certain lawmakers that are very supportive of the law enforcement effort, and thereby are very supportive of citizens and the protection of those citizens. Then there are those who very conveniently take a walk or are on what I call the two-year plan — re-election. At some appropriate point, you identify those people who are not supportive, those who give a lot of speeches but when it comes down to action are not there. Quite frankly, I think a lot of the police and a lot of the police chiefs are tired of political rhetoric. It's time for action. If we continually have these great orators — and I suppose most of them learned that in law school — and if they don't stop making speeches and start backing them up with some action, we need to identify who those people are and stop letting them take credit for their good speeches, and instead give them credit for their lack of action.

LEN: Just to play devil's advocate, isn't that a bit like the cart leading the horse, in the sense that some would argue that police are servants of the public and, by extension, the political leaders elected by that public?

REYNOLDS: We don't abdicate our citizenship at all by being police officers. Furthermore, police are members of the executive branch of government, not the legislative branch, so I think we still have reserved to ourselves, and the Constitution has reserved to us, the right to express our concerns for the actions, or lack thereof, of the legislative branch. And the judicial branch as well.

LEN: In your January 1989 message, you directed a few sharp words at other components of the criminal justice system for perceived failures. Specifically, you noted that: "Central issues of guilt or innocence, truth, justice and fairness often take a back seat to those involving adherence to strict legal process, rehabilitation of the offender, and other extraneous matters." And further on, you said: "I believe I share the views of a broad segment of our society who care little about whether jurisprudence is served or the criminal is redeemed if the interests of crime victims and society are neglected." In that context, are you more concerned with the principles of due process or the way they're currently being applied in an overloaded criminal justice system?

REYNOLDS: You're using some adjectives there that I'm not sure are appropriate. You put in a disclaimer by calling the criminal justice system overloaded. I don't have a problem with due process. What I have a problem with, and what in fact is a problem that contributes to the perception that the court system is overloaded, is that the search for the truth in the courtroom has become nonexistent or subservient to the search for legal technicality. For everyone to say that that is the noble quest for due process, I think that is untrue. It's not a quest for due process; it's a quest to find some technicality that has either been written into the law or has been prescribed by some jurist who has little respect for victims of crime. Those kinds of things do not serve justice, and those are the things that we're concerned about. The Constitution does not provide a lot of those man-made obstacles to the quest for justice. Men have put those obstacles in place. So we just think — and this is a view shared by many people — that it's time for an overhaul of the justice system, particularly as it relates to the behavior of attorneys in that system.

LEN: Assuming for the moment that among your concerns are such things as the exclusionary rule and the Miranda warnings, are you suggesting that the elimination of these "obstacles" to truth-finding would make a considerable difference in the way courts operate and in the effectiveness of the service they provide?

REYNOLDS: I think it would. You see, one of the things the courts have not done yet is to internalize any responsibility for crime. There's a view that their responsibility has to do with the conduct of the hearing or trial. That's true, but I think they also share a responsibility

"A pound of cocaine in a community of 10,000 people has some fairly serious ramifications, as opposed to what it might have in New York City. I always say everything's relative."

for crime, and they need to adopt some rules of procedure that allow the quest for truth and justice to be expeditious — not so expeditious that anyone's rights are violated, but expeditious in that it doesn't allow delays of trials as a tactic. So that it doesn't allow harassment of prosecution's witnesses as a tactic. So that it doesn't allow endless appeals without time limit as a tactic, in the hopes that witnesses will die, disappear or evidence will disappear or become useless. Those kinds of things, I think, are particularly troublesome.

LEN: In that same president's message, you observed at one point: "The primary objective of the police, for example, is to apprehend criminals." That notion would seem to be somewhat at odds with the developing concept of problem-oriented or community-oriented, full-service policing. Are you a student of a different school of thought in that respect?

REYNOLDS: No. When you talk about full-service, problem-oriented policing, that's a relatively new term and new concept, but still we have the responsibility for apprehending criminals. We don't abdicate that responsibility because we go to a full-service mode. Even though we may not spend the majority of our time apprehending criminals, if we say that that is a sub-issue, then I don't think the public would like that too well. You can play around with those words and what they intend, but I don't think they exclude problem-oriented policing, community-based policing or any of the new concepts that really are expanding our role but not forsaking our role.

LEN: In other words, even though the police are now

taking on roles that complement or supplant the work of other government agencies, at the same time there are no agencies beyond the police that have the criminal apprehension function...

REYNOLDS: That's correct. It's interesting that we have responsibilities in everyone else's areas, but no one else has the responsibility in our area. We go it alone in our area, but we have to help everyone else out. That's just the way it's been, and that's the kind of people you get in police service, who are willing to adapt to that environment. Everyone wants the police involved in assisting them, but they don't want you to take away any of their real responsibilities or authority. They just want your assistance. So we get involved in all of these things, but when it comes down to some of our basic things, we're alone.

Small-town roots

LEN: Coming as you do from a modest-size town in one corner of the United States, does your elevation to the presidency of IACP represent something of a pinnacle of power, prominence and prestige for you?

REYNOLDS: Oh, I don't know. It's certainly an honor to have been elected by your peers, that being other police chiefs from around the world. Not an awful lot of people have had that occur in their lifetimes. So from that perspective I treasure it as an honor that I've had the opportunity to enjoy. You've got to remember, too, though, that in the IACP, and in the United States in particular, the big majority of our members, probably 80 percent or more, come from communities that are my size or smaller. So I am representative of the group by nature of that. As a matter of fact, if my department and town were half the size, I'd probably be even more representative.

LEN: It has been suggested at times in the recent past that IACP functioned as a gentlemen's social club for small-town police officials who were out of touch with mainstream law enforcement issues. Notwithstanding any merit or lack of merit that that assessment had, does the presence of several big-city police chiefs on IACP's Board of Officers tend to put the lie to that old appraisal of the organization?

REYNOLDS: Well, I don't think that notion was ever true anyway, because anyone who talks about a small-town mentality is saying that we should have a different mentality from the majority of the communities in this country, and that the mainstream police chief is something other than 80 percent of the police chiefs in this country. That on its face is absurd. Major city chiefs have some major problems that are brought about by the density of population and the complexities that that causes, but underneath it all the problems are the same. People not respecting the rights of other people, and victimizing them. That's what keeps us all in business, whether we be in Los Angeles or Dover, and it's a question of what approach is best to use in resolving that to the satisfaction of the people of the community who are paying for this vast criminal justice system. The plans that you develop in a smaller community are sometimes just as complex to implement as they are in a major city, because in fact you have a few different problems. A pound of cocaine in a community of 10,000 people has some fairly serious ramifications, as opposed to what it might have in New York City. But nevertheless, the impact on the citizens can cause an awful lot of heartache for the police chief if he doesn't implement his tactics for dealing with such issues in a proper way. So I always say that everything's relative. The real test, I think, of dispelling that old notion about IACP is simply this: I've been on the board since 1982. Chief Gruber, when he came on a year after me, was from a small community in Illinois. He's now in Shreveport. Chief Brown's on the board, Chief Dotson, Chief Casey, Colonel Suthard from the Virginia State Police — all big cities or big agencies. Then you've got Chief Vaughn from Conyers, Ga. — a smaller community — and Chief Harris from Redmond, Wash., another smaller community. I don't detect the slightest difficulty in our being able to communicate with the chiefs from the major cities. Nor they with us. This whole thing about IACP is something foreign to me, because I've never had any difficulties whatsoever with major-city or small-town chiefs. It's never been an issue for me.

Minneapolis plans audit of drug unit's funds

Minneapolis Police Chief John Laux has called for a city audit of the Police Department's entire Narcotics Unit to allay fears that its funds were misused by its former commanding officer, Sgt. Harry Baltzer, a 22-year veteran credited with initiating one of the city's most aggressive drug enforcement campaigns.

The audit by the city's Budget and Finance Office will supplement the department's own internal audit of narcotics unit funds, including a \$300,000 Federal anti-crack grant. The department audit is part of an internal affairs probe of overtime slips submitted by Baltzer and signed by Laux, who at that time was a deputy chief supervising Baltzer.

"To the best of my knowledge, the financial audit of the crack grant is partially completed and it is right to the penny," said Sgt. Philip Van Tassel, a spokesman for the chief.

The investigation began in December when an informant provided internal affairs investigators with information on alleged misuse of funds. Information provided by the department is sketchy because of the ongoing investigation, but published reports in the Minneapolis Star Tribune said the probe involved overtime paid for with the crack grant.

"Yeah, there's an investigation," Laux told the paper Jan.

12. "But to mention what the particulars are is not fair to Harry or to the investigation. I don't want Harry Baltzer to be crucified in the paper before I know what's going on. There's been a lot of inuendo."

Both Laux and Baltzer have been interviewed by department investigators, according to the newspaper. Laux transferred Baltzer from narcotics to the Licenses Division on Jan. 12. He had headed the narcotics unit until September, when Lieut. Michael Fisher replaced him, reportedly because of personnel problems.

Van Tassel characterized the investigation as one looking into Baltzer's "accumulation of overtime."

Baltzer has denied any impropriety in the use of the crack grant, calling the investigation a witch hunt started after unfounded allegations were made that "puts a black cloud over my career and over the entire drug program."

"When the investigation [began], we realized how much auditing type work was involved and because of the fact that [Baltzer] was responsible for not only local narcotics funds but crack grant funds, the chief, in an effort to put everybody's fears to rest, decided to call for a city audit of the entire narcotics unit," said Van Tassel. "Some of the

press somehow read into it that we suspected that there may be something wrong with the crack grant funds.

"But we never had any indication that there may be any misuse... or any misapplication of crack grant funds," Van Tassel added.

Baltzer, whose efforts against Minneapolis drug trafficking include last year's bulldozing of a fortified crack house with a front-end loader, proposed applying for the Federal grant, which was to be used for the purchase of equipment, the training of special crack

enforcement units and the payment of overtime.

Van Tassel said that since the department is applying for another Federal crack grant, an audit on the use of its funds would have occurred anyway.

The issue is complicated, Van Tassel said, because the department's involvement in state and Federal antidrug operations causes some financial overlap. The crack grant allows for overtime for officers "to spend some extra time investigating local drug problems in their precinct," he said.

"And once he's determined that maybe he's got a drug dealer working in the neighborhood, then he winds up with the Narcotics Unit and they proceed to investigate it as a narcotics case," Van Tassel added.

Van Tassel said the internal affairs investigation should be completed early in March. Baltzer could be charged if impropriety is found, but Van Tassel said the preliminary audit of the Federal crack grant "is right on the penny, so there's no problem there."

Prosecutor finds no police wrongdoing in death that sparked Tampa rioting

The State Attorney's office in Tampa, Fla., has found no evidence of police wrongdoing in the death of an alleged crack dealer who died in police custody, according to a report of the incident released Feb. 16.

The Feb. 1 death of 40-year-old Edgar Allen Price, whose arrest on drug-peddling charges sparked two nights of civil disturbances in the predominantly black College Hill neighborhood, was "accidental," Assistant State Attorney John Skye told LEN.

"It was accidental in the sense

that no officer or officers did anything to intentionally cause his death, did not use any sort of unnecessary or unreasonable force in either subduing him or in dealing with him after he was subdued," Skye said.

"They did essentially what they were trained to do and that is to use the least amount of force necessary in order to subdue the guy," Skye added.

Tampa police spokesman Officer Kevin Jackson said the department's own investigation of the incident was not yet complete.

Price was arrested after allegedly selling crack cocaine to an undercover officer, Skye said. After his arrest, the six-foot, 300-pound Price tried to fight off six police officers who attempted

to subdue him. Deputy Chief Thomas DePolis said at a news conference that Price picked one plainclothes officer off the ground with one hand, and punched another repeatedly in the face.

A detective involved in the arrest suffered a broken nose and at least three other officers received minor injuries in the scuffle, police said.

Police beat Price with nightsticks and flashlights until they were able to hogtie him and place him "on his tummy" in a police vehicle, Skye said.

Neighborhood residents who witnessed the scuffle began pelting the officers with rocks and bottles "so they could not safely do anything more to, with, or for him there at that scene," Skye

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Miron:

Our last hope against drugs

Continued from Page 8
for a future generation of adults to be shaped by current drug education programs. We have run out of time.

There must be a new approach. The Drug-Free Workplace Act of 1988 is perhaps our last hope. When employers and employees begin to recognize that there is an economic price associated with illegal drug use — the loss of a contract, a grant or a job — then the process of drying up the demand for drugs can begin in earnest.

From a legal standpoint, the policies of private employers that are directed at maintaining a drug-free workplace do not violate the constitutional rights of privacy of employees usually associated with the Fourth, Fifth or Fourteenth Amendments of the U.S. Constitution. There is no constitutional right of privacy to use illegal drugs.

The Bill of Rights was created and is interpreted consistently as applying only to governmental actions against the person. The right of the employer to conduct reasonable inquiry into an employee's fitness for duty has been consistently upheld in dozens of Federal and local courts. The employment-at-will doctrine, in effect, says to private employees: If you don't like the company policies on drug use, you can always leave and be employed

elsewhere.

The Drug-Free Workplace Act of 1988 does not require Federal contractors or grantees to institute employee drug-testing programs. However, practically all drug policy experts have concluded that drug testing is the only valid and accurate way to determine if someone has used or is using illegal drugs. In 1987, the U.S. Court of Appeals for the Fifth Circuit emphasized the reliability of drug testing when it wrote that the National Transportation Employees Union opposed "a test conceded to be 100 percent accurate in proving that they are not themselves users of drugs."

Drug-free workplace programs — including the use of drug testing — have been developing in the public and private workplace for several years. The new law may have the effect of expanding such programs throughout the American work force. In the private sector, as many as 30 percent of all Fortune 500 companies have drug-testing programs.

These companies are getting the results they wanted. They have observed a decline in the number of job applicants testing positive for drugs — Lockheed, 21 percent to 15 percent; Southern California Edison, 28 percent to 15 percent; Pacific Gas & Electric, 11 percent to 9 percent, and

the Los Angeles Times, 13 percent to 9 percent.

We are in the midst of the second largest epidemic of drug use in our history. The first lasted almost 40 years, from the late 19th century to 1920. It was controlled only because there developed a cultural and social intolerance for drug use. Drug use declined in our nation until the 1960's because of this socially supported value. Usage began to increase in the past 20 years precisely because illegal drug use was promoted as a socially acceptable activity.

The Drug-Free Workplace Act will foster a renewed norm for private and public employees: Illegal drug use is so intolerable that you will lose your job and destroy your career. Private contractors and government grantees face the same sanction: loss of multimillion-dollar contracts or grants.

We cannot tolerate or ignore the extraordinary harm the illegal drugs do to us and still remain a people who value life. We must be a generation who build safe and caring communities and safe and caring workplaces. The Drug-Free Workplace Act is a most welcome initiative that will help to end this second epidemic. It can succeed where others are failing.

Request For Proposal

Management Study of Police Department

The County of Suffolk, Long Island, New York, is requesting proposals to perform an external consulting review, study, and evaluation of the management of the Suffolk County Police Department including, but not limited to, the deployment and allocation of personnel.

Proposal specifications may be obtained at:
The Suffolk County Purchasing Department
10 Oval Drive
Hauppauge, New York 11788
Contact: Rose Kammer, Purchasing Agent
(516) 232-5907

**PROPOSALS MUST BE SUBMITTED
TO ABOVE ADDRESS BY
5:00 P.M., FRIDAY, MARCH 10, 1989.**

Jobs

Chief of Police. Pompano Beach, Fla., a rapidly growing community of 75,000 permanent residents, is seeking a police chief to administer a department of 199 sworn officers and 107 civilian personnel, with an annual budget of \$14.3 million.

The applicant must be a proven leader and administrator. A degree in police administration or a related field, plus command experience with a major police agency, is desirable. Salary range for the position is \$44,839 to \$63,093, depending upon qualifications, and includes excellent fringe benefits.

To apply, send resume to: Janice Adams, Personnel Director, P.O. Drawer 1300, Pompano Beach, FL 33061. Applications must be received by the close of business on April 28, 1989.

Police Planner. The Orlando, Fla., Police Department is seeking a Senior Planner to perform professional, technical and supervisory work in developing long-range strategic plans related to the department's service, capital and human resource needs.

Applicants must possess a bachelor's degree in business or public administration, criminology, statistics, or a related field, plus four years' experience in research, management analysis, public administration or a related field. A master's degree and two years' experience is acceptable as a substitute. Strategic planning and/or police-related experience is preferred. Candidates will be required to pass a background check, which includes a polygraph exam.

The position will be filled by April 1, 1989. To apply, send resume to: City of Orlando, Employment Office, 440 South Boone Avenue, Orlando, FL 32801. EOE.

Assistant/Associate Professor. The College of Criminal Justice at

Jacksonville State University in Jacksonville, Ala., is seeking an assistant/associate professor for a nine-month, tenure-track position available in the fall of 1989.

A Ph.D. in criminal justice or a related field is required. The successful applicant will teach undergraduate and graduate courses in general criminal justice and corrections. Salary is competitive and based on experience. Excellent benefits are provided.

To apply, send resume, official transcripts and three letters of recommendation to: Personnel Services, Jacksonville State University, Jacksonville, AL 36265. Additional information can be obtained from Dean Tom Barker, (205) 231-5335. Applications close May 1, 1989. AA/EOE.

Executive Director. The Delaware Justice Information System (DELJIS) is seeking an executive director. Responsibilities of the position include direction and leadership in support of a board for implementation and administration of DELJIS; management of the DELJIS functions of

operations, data administration, network, security, training, and audit; strategic planning; budget development and presentation. Applicants must have a bachelor's degree in a pertinent field plus five to seven years of progressive experience in information resource management. A good working knowledge of the criminal justice system is also required. Salary is \$43,400.

To apply, send resume to: DELJIS Search Committee, 861 Silver Lake Blvd., Suite 100, Dover, DE 19901. Deadline for applications is March 17.

Sector Enforcement Specialist. The U.S. Customs Service is seeking to fill several positions in the Los Angeles area, at the GS-5, 7 and 9 grades. The positions involve planning, utilization and modification of communications systems.

Send a copy of your SF-171 to: Sector Enforcement Specialist, Vacancy Announcement ELF/88 m, P.O. Box 6128, ELF/88m, Washington, DC 20044. Positions open through April 20, 1989.

CHIEF OF POLICE Rutland, Vermont

The City of Rutland, Vt., population 20,000, is seeking qualified applicants for the position of Chief of Police. The successful applicant will be responsible for the administration of a department with 53 employees, of which 42 are sworn officers, and an annual budget of approximately \$1.5 million.

Applicants must have the following qualifications:

- ★ Graduation from an accredited college or university. An equivalent combination of training and experience may be substituted for these requirements;
- ★ A minimum of 10 years experience in law enforcement;
- ★ Administrative experience, and demonstrated leadership skills.

Salary range: \$35,000 to \$40,000. Excellent fringe benefits.

Do NOT send resume at this time. Request an application form and filing instructions by contacting the following:

The Rutland City Police Commission
P.O. Box 6624
Rutland, VT 05701

Applications postmarked after April 30, 1989, will not be considered.

Be the best that you can be — read the best in police journalism

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LEN 286

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Reforms weighed for troubled Miami PD

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count is punishable by up to 15 years in prison.

Miami police spokeswoman Stephanie Gibbs told LEN that a department investigation into the incident is continuing. Meanwhile, Lozano, a four-year veteran who holds the Miami Police Department's highest rating for marksmanship, has been suspended from duty with pay, Gibbs said.

The New York Times reported, however, that after the State Attorney's office pressed charges against Lozano, the Police Department suspended him without pay.

The Justice Department's Civil Rights Division is also investigating the incident, which set off three days of civil violence that left one person dead and 11 others injured from gunshot wounds. At least 25 buildings and several cars were burned and scores of stores were looted by Overtown residents angered by the shooting incident.

Lozano's lawyer, Roy E. Black, said his client had fired in self-defense as the motorcycle tried to run him down. Lozano was reportedly pursuing the two men as robbery suspects.

Black also accused city officials of trying to make Lozano a scapegoat for the rioting, which occurred just as Miami was priming its national image for the Super Bowl, played there the weekend following the unrest.

Several witnesses have said, however, that Lozano stepped out of his patrol car, took a combat stance and fired the fatal bullet after the motorcycle had already passed his vehicle.

Miami Mayor Xavier Suarez said Jan. 18 that he will consider a series of reforms for his city's troubled police force, which has been plagued with drug scandals and controversies over the improper use of force in the past decade. A total of 72 officers have

been fired, suspended or accused of misconduct since 1985.

"It's definitely a troubled department," Suarez said. "It calls for drastic approaches." The Mayor said he was looking into more sensitivity training for police officers who work in poverty-stricken areas of the city.

Community leaders say gains made by blacks during the civil rights movement have been surpassed by Hispanics, who now make up 60 percent of Miami's population. They say blacks have been left behind in the wake of the meteoric economic success of Miami's Latino immigrants, which most recently have been made up of hundreds of Nicaraguans escaping the stagnant economic policies of the Sandinista regime.

Donald Jones, a black professor of law at the University of Miami said in a New York Times interview: "The first thing you notice when you come to Miami is how different it is from other American cities. It's as if the civil rights movement passed it by. You don't see blacks in power in upper-middle class positions."

While Miami's police chief, Perry Anderson, is black, blacks only make up 17.6 percent of the police force, compared to a 26-percent share of the city's population. Hispanics make up 43 percent of the Police Department and 60 percent of the population, while whites constitute 11 percent of the population, but nearly 39 percent of the police force.

Complaints of police brutality — made largely by black residents — shot up from 368 in 1987 to 568 in the first 10 months of 1988. Of the 1988 complaints, 92 were substantiated by police investigations.

"You have police who are insensitive, especially Hispanic cops," charged the Rev. Nathaniel Graham, a black community leader.

No wrongdoing found in Tampa drug dealer's death

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said. They transported Price to another area so that emergency service personnel could administer aid to Price.

"They started working on him and he died," Skye said.

The Hillsborough County Medical Examiner ruled that asphyxiation caused Price's death. Skye said alcohol intoxication could also have been a contributing factor.

About 100 policemen in riot gear cordoned off the College Hill neighborhood after Price had been taken away, in order to quell a rampage by about 75 young people in which a store was looted and burned and a news van shot at. One man was arrested on charges that included inciting to riot.

The following night the distur-

bance erupted anew when stones and bottles were thrown and trash dumpsters were set on fire, and one officer was injured when she was struck by a rock.

Six people were arrested during the second night of the disturbance, according to Tampa police Sgt. Walter Sluga.

Skye said that undercover investigators had purchased crack from Price "on many occasions," and "several people from the neighborhood who were interviewed said it was common knowledge that he was selling crack."

"I was out there that night and my perception of the civil disturbance was that it was a bunch of fellow cocaine dealers and customers who were rather upset about the police arresting one of their buddies," Skye told LEN.

Upcoming Events

APRIL

3-5. The Reid Technique of Interviewing & Interrogation. Presented by John E. Reid & Associates Inc. To be held in Detroit. Fee: \$495.

3-5. Inspection of Commercial Vehicles in Accidents. Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$300.

3-5. Progressive Patrol Administration. Presented by the International Association of Chiefs of Police. To be held in Charleston, S.C. Fee: \$350 (IACP members); \$400 (non-members).

3-5. K-9 Handler Officer Survival. Presented by Executec Internationale Corp. To be held in Sterling, Va.

3-5. Supervision/Management of Drug Investigations. Presented by the Narcotics Control Technical Assistance Program. To be held in Kansas City, Mo. No fee.

3-7. Criminal Patrol Drug Enforcement. Presented by the Institute of Police Technology & Management. Fee: \$395.

3-7. DWI/Drug Enforcement Instructor Training. Presented by the Traffic Institute. To be held in Evanston, Ill. Fee: \$450.

3-7. Technical Surveillance I. Presented by the National Intelligence Academy. To be held in Fort Lauderdale, Fla. Fee: \$650.

4-7. Sex Crimes Investigations. Presented by the Institute of Police Technology & Management. Fee: \$375.

3-7. Advanced Locks & Locking Systems. Presented by the National Crime Prevention Institute. To be held in Louisville, Ky. Fee: \$345.

3-7. Interviewing & Interrogation. Presented by BowMac Educational Services Inc. To be held in Fort Lauderdale, Fla. Fee: \$450.

3-June 9. School of Police Staff & Command. Presented by the Traffic Institute. Fee: \$2,000.

4-6. Latent Fingerprinting. Presented by the Center for Criminal Justice, Case Western Reserve University. To be held in Cleveland, Ohio. Fee: \$150.

4-7. Police Internal Affairs. Presented by the Institute of Police Technology & Management. Fee: \$350.

5-6. Basic Interviewing Techniques for Law Enforcement. Presented by the Criminal Justice Training & Education Center. To be held in Toledo, Ohio. Fee: \$100.

5-7. Commercial Vehicle Accident Investigations. Presented by the Institute of Police Technology & Management. Fee: \$300.

5-7. Managing the Property & Evidence

Function. Presented by the International Association of Chiefs of Police. To be held in St. Louis. Fee: \$350 (IACP members); \$400 (non-members).

10-11. Improvised Explosive Devices & Booby Traps. Presented by Executec Internationale Corp.

10-12. Sting: Confronting the Problem of Property Crime. Presented by the Police Foundation in cooperation with the Bureau of Justice Assistance. To be held in New Orleans. No fee.

10-12. Video Camera Techniques for Criminal Justice Personnel. Presented by the Institute of Police Technology & Management. Fee: \$325.

10-12. The Reid Technique of Interviewing & Interrogation. Presented by John E. Reid & Associates Inc. To be held in Birmingham, Ala. Fee: \$495.

10-12. Special Weapons & Tactics. Presented by the International Association of Chiefs of Police. To be held at the U.S. Marshals Training Center, La. Fee: \$395 (IACP members); \$445 (non-members).

10-12. Annual Training Conference. Presented by the Wisconsin Association of Women Police. To be held in Madison, Wisc.

10-13. The Reid Technique of Interviewing & Interrogation. Presented by John E. Reid & Associates Inc. To be held in Chicago. Fee: \$550.

10-14. Advanced Alarms & Electronic Security. Presented by the National Crime Prevention Institute. Fee: \$345.

10-14. Special Problems in Traffic Accident Reconstruction. Presented by the Institute of Police Technology & Management. Fee: \$325.

10-14. Field Training Officers Program. Presented by the Traffic Institute. Fee: \$450.

10-14. Technical Surveillance II. Presented by the National Intelligence Academy. Fee: \$650.

10-21. At-Scene Traffic Accident/Traffic Homicide Investigation. Presented by the Institute of Police Technology & Management. Fee: \$525.

12-13. Chemical Munitions & Riot Agents. Presented by Executec Internationale Corp.

12-14. Police Personnel Management Issues. Presented by the International Association of Chiefs of Police. To be held in Washington, D.C. Fee: \$350 (IACP members); \$400 (non-members).

13-14. Performance Evaluation. Presented by the Center for Criminal Justice, Case Western Reserve University. Fee: \$150.

16-18. Street Survival '89. Presented by Calibre Press. To be held in Anaheim, Calif. Fee: \$125 (all three days); \$95 (first two days only); \$65 (third day only).

17. Legal Considerations in Testing for Substance Abuse/AIDS. Presented by the Center for Criminal Justice, Case Western Reserve University. To be held in Columbus, Ohio. Fee: \$95.

17-19. Occupant Kinematics & Injury Mechanics in Vehicle Crashes. Presented by the Institute of Police Technology & Management. Fee: \$525.

17-19. Supervision/Management of Drug Investigations. Presented by the Narcotics Control Technical Assistance Program. To be held in Alexandria, Va. No fee.

17-19. Special Problems in Police Internal Affairs. Presented by the Institute of Police Technology & Management. To be held in Orlando, Fla. Fee: \$125 (all three days); \$95 (first two days only); \$65 (third day only).

17-19. The Reid Technique of Interviewing & Interrogation. Presented by John E. Reid & Associates Inc. To be held in Baltimore. Fee: \$495.

17-20. Advanced Hostage Negotiation. Presented by the Traffic Institute. Fee: \$450.

17-21. Interviews & Interrogations. Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$375.

17-21. Audio/Video Sting Installations. Presented by the National Intelligence Academy. Fee: \$650.

17-21. Pinning, Design & Construction of Police Facilities. Presented by the International Association of Chiefs of Police. To be held in Denver. Fee: \$495 (IACP members); \$545 (non-members).

17-21. dBase III for Law Enforcement. Presented by the Institute of Police Technology & Management. Fee: \$575.

17-21. Law Enforcement Fitness Instructor Certification. Presented by the Traffic Institute. Fee: \$450.

17-21. Technical Surveillance Countermeasures. Presented by the National Intelligence Academy. Fee: \$650.

17-21. Report Writing for Instructors. Presented by Bruce T. Olson, Ph.D. To be held in Salinas, Calif. Fee: \$290.

17-28. Crime Prevention Technology & Programming. Presented by the National Crime Prevention Institute. Fee: \$580.

18. Tactical Vehicle Stop. Presented by the Criminal Justice Training & Education Center. Fee: \$350.

18-19. Contemporary Terrorism. Presented by Richard W. Kobetz & Associates Ltd. To be held in Las Vegas. Fee: \$350

18-19. Investigating Police Shootings. Presented by the Center for Criminal Justice, Case Western Reserve University. Fee: \$195.

19-21. Using Microcomputers for Crime Analysis. Presented by the National Criminal Justice Computer Laboratory & Training Center. To be held in Washington, D.C.

20-21. Executive/VIP Protection. Presented by Richard W. Kobetz & Associates Ltd. To be held in Las Vegas. Fee: \$350.

21. Surveillance. Presented by the Criminal Justice Training & Education Center. Fee: \$100.

23-25. Street Survival '89. Presented by Calibre Press. To be held in Fort Lauderdale, Fla. Fee: \$125 (all three days); \$95 (first two days only); \$65 (third day only).

24-26. The Reid Technique of Interviewing & Interrogation. Presented by John E. Reid & Associates Inc. To be held in Seattle. Fee: \$495.

24-26. The Reid Technique of Interviewing & Interrogation. Presented by John E. Reid & Associates Inc. To be held in Albuquerque, N.M. Fee: \$495.

24-26. High Risk Personnel. Presented by Executec Internationale Corp.

24-27. Executive & Dignitary Protection. Presented by the International Association of Chiefs of Police. To be held in Orlando, Fla. Fee: \$475 (IACP members); \$525 (non-members).

24-28. Basic Hostage Negotiation. Presented by the Traffic Institute. Fee: \$450.

24-28. Police Executive Development. Presented by the Institute of Police Technology & Management. Fee: \$375.

24-28. Locks & Locking Devices I. Presented by the National Intelligence Academy. Fee: \$650.

24-28. Investigation of Computer Fraud & White-Collar Crime. Presented by the International Association of Chiefs of Police. To be held in Washington, D.C. Fee: \$450 (IACP members); \$500 (non-members).

24-28. Investigation of Motorcycle Accidents. Presented by the Institute of Police Technology & Management. To be held in Bellevue, Wash. Fee: \$375.

24-28. Narcotics Conspiracy Investigations. Presented by the Broward Sheriff's Office, Organized Crime Centre. To be held in Fort Lauderdale, Fla. Fee: \$300 (in state); \$350 (out of state).

24-May 5. Advanced Traffic Accident Investigation. Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$525.

25. Interviewing in Child Abuse Cases. Presented by the Criminal Justice Center, Police Academy, Sam Houston State University. To be held in University Park, Pa.

4. Dispatching Police Calls for Service. Presented by the Criminal Justice Training & Education Center. To be held in Toledo, Ohio. Fee: \$200.

University. To be held in Huntsville, Tex. Fee: \$65

25, 26, 28. Advanced Accident Investigation. Presented by the Criminal Justice Training & Education Center. Fee: \$750.

26-28. Advanced Child Abuse Investigation. Presented by the Criminal Justice Training & Education Center, Police Academy, Sam Houston State University. Fee: \$195

27-28. Burglary Investigation. Presented by the Center for Criminal Justice, Case Western Reserve University. To be held in Cleveland, Ohio. Fee: \$150.

28. Jail Suicide. Presented by the Center for Criminal Justice, Case Western Reserve University. Fee: \$95.

MAY

1-3. The Reid Technique of Interviewing & Interrogation. Presented by John E. Reid & Associates Inc. To be held in St. Louis. Fee: \$495

1-3. Street Survival '89. Presented by Calibre Press. To be held in Tucson, Ariz. Fee: \$125 (all three days); \$95 (first two days only); \$65 (third day only).

1-3. Court Security. Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$325.

1-3. The Reid Technique of Interviewing & Interrogation. Presented by John E. Reid & Associates Inc. To be held in San Diego. Fee: \$495

1-4. Hostage Negotiations for Law Enforcement. Presented by the International Association of Chiefs of Police. To be held in Washington, D.C. Fee: \$450 (IACP members); \$500 (non-members).

1-5. Practical Hostage Negotiations. Presented by the Institute of Police Technology & Management. Fee: \$375

1-5. Electronic Surveillance/Tracking. Presented by the National Intelligence Academy. To be held in Fort Lauderdale, Fla. Fee: \$650

1-5. Narcotic Identification & Investigation. Presented by the Institute of Police Technology & Management. Fee: \$375

1-5. Investigation of Computer Crime & Fraud. Presented by the Institute of Police Technology & Management. Fee: \$675

1-12. At-Scene Accident Investigation. Presented by the Traffic Institute. To be held in Evanston, Ill. Fee: \$600

1-12. Police Executive Development Institute. Presented by Pennsylvania State University. To be held in University Park, Pa.

4. Dispatching Police Calls for Service. Presented by the Criminal Justice Training & Education Center. To be held in Toledo, Ohio. Fee: \$200.

REQUEST FOR PROPOSAL

Psychological Screening of Entry-Level State Troopers

The Kentucky State Police is requesting proposals for Psychological Screening Services for the stability evaluation of entry-level troopers.

Proposal specifications may be obtained at:

Kentucky State Police
Research and Development
919 Versailles Road
Frankfort, KY 40601
(502) 695-6300
FAX (502) 564-6615

Contact: Lt. Tim Hazelette

Proposals are requested to the above address by
March 17, 1989.

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Law Enforcement News

Don't worry, be happy. . .

The IACP may have had its share of troubles in the recent past, but that doesn't dampen the enthusiasm and optimism of the group's current president, Chief Charles Reynolds. He explains why, in a special interview, on 9.



Black and blue:

Sgt. Don Jackson says he's already the most hated cop in California. Now he's planning to take his campaign against police racism and abuse nationwide. See Page 1.



Also in this issue:

Detroit's controversial STRESS program, scrapped in the early 70's amid cries of racism, may be coming back 1
The Illinois State Police tells local cadets to seek training elsewhere as a result of a budget dispute 5
Don't touch that dial: The Topeka police are using radio stations' help to get the drop on armed robbers 5

The Miami PD may be in for more reforms as a cop is charged with manslaughter in a shooting that sparked riots 7
Forum: The Drug-Free Workplace Act of 1988 may be the last hope of achieving drug-war success 8
Minneapolis's police chief asks for a city audit of the Narcotics Unit and its use of a Federal antidrug grant 13

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